華盈集團
HUAYIN GROUP

# ESG 2025
## SUSTAINABILITY REPORT

## Expectations of the Board of Directors

With the rapid development of the global economy and growing societal emphasis on sustainable development, the role of businesses is no longer limited to creating financial value. Companies are also expected to assume greater responsibility for environmental protection, social responsibility, and sound corporate governance.

As a responsible OTC-listed company, Jhen Vei Electronic recognizes that environmental, social, and governance (ESG) considerations have become essential to the Company's long-term development and sustainable operations. In 2024, Jhen Vei Electronic formally established a Sustainability Governance Task Force, convened by the General Manager and composed of the heads of relevant departments. Through a top-down approach and cross-functional collaboration, we are jointly advancing the Company's sustainability agenda.

The publication of this Sustainability Report represents an important milestone in our journey toward higher standards of sustainability. This Report is more than a compilation of information; it also represents our commitment to our stakeholders. Through this Report, we seek to transparently present our efforts and achievements in sustainable development while articulating our vision and commitments for the future.

From an environmental perspective, we believe that businesses must adopt a long-term approach to the use of natural resources. We are committed to reducing carbon emissions, promoting the adoption of green energy, and minimizing waste generation. Through continuous improvements in production efficiency, we strive to achieve our waste reduction objectives. We believe that only by living in harmony with the planet can businesses build a more resilient and sustainable future.

From a social perspective, we have always placed people at the center of our operations. We believe that our employees, customers, and communities form the foundation of the Company's development. As an employer, we are committed to providing a safe, equitable, and inclusive workplace with opportunities for professional growth. We also actively promote workplace diversity and strive to ensure that employees from diverse backgrounds are treated fairly and given the opportunity to realize their full potential.

For our customers, we are committed to providing high-quality, innovative, and ethically responsible products and services in order to maintain customer satisfaction and trust. With respect to the communities in which we operate, we seek to give back to society through various public welfare initiatives, including educational support and assistance for disadvantaged groups, with the goal of fostering shared prosperity and sustainable coexistence.

From a corporate governance perspective, we fully recognize the importance of a sound governance framework to the Company's long-term success. The Board of Directors will continue to strengthen corporate governance and foster a transparent and accountable management culture. We are committed to complying with applicable international and local laws and regulations and to conducting our business in accordance with the highest ethical standards. Through robust internal control mechanisms, effective risk management strategies, and regular external oversight and review, we seek to enhance the transparency and efficiency of decision-making and safeguard the rights and interests of all stakeholders.

We hope that this ESG Report will serve as an important bridge for effective communication between the Company and its stakeholders, making our commitments and actions transparent and visible. Looking ahead, we will continue to monitor global ESG trends, benchmark ourselves against industry leaders, and pursue continuous improvement.

Through our ongoing efforts, we aspire to become a more responsible, innovative, and sustainable enterprise, contributing to society and helping create a better world for future generations.

**Board of Directors**
**Jhen Vei Electronic Co., Ltd.**

## ■ Editorial Policy

To pursue sustainable business development and enhance information transparency, Jhen Vei Electronic has published its 2025 Sustainability Report (hereinafter referred to as the “Report”). Through this Report, we communicate to our stakeholders the actions we have taken and the performance we have achieved in areas including the establishment of ethical corporate governance, implementation of environmental protection and occupational safety measures, and enhancement of employee compensation and benefits, as we continue to pursue our sustainability objectives.

Jhen Vei Electronic welcomes the continued attention and valuable feedback of its stakeholders, which will support the Company in making further progress on its journey toward sustainable development.

**ESG Information Disclosure**

| Disclosure Category | Coverage |
|---|---|
| Reporting Period | January 1, 2025 to December 31, 2025. To ensure the completeness of information disclosure, where certain operational activities or data span different reporting years, the relevant information is separately explained in the Report. |
| Information Restatement | Following independent third-party verification of the Company's 2024 organizational greenhouse gas inventory, certain data and emission factors were adjusted. Compared with the GHG emissions previously disclosed in the 2024 Sustainability Report, Scope 1 emissions at the Sanchong, New Taipei site were revised downward from 28.9275 metric tons of $CO_2$e to 18.8146 metric tons of $CO_2$e, while Scope 2 emissions at the Huaian Wire Plant were revised downward from 796.607 metric tons of $CO_2$e to 749.5341 metric tons of $CO_2$e. Total GHG emissions were consequently revised to 880.2882 metric tons of $CO_2$e. |
| Operational Sites | Taiwan: Jhen Vei Electronic Headquarters and GZ Electronic Business Unit<br>China: Huaian Jhen Vei Plant |
| Financial Data | Consistent with the data presented in the consolidated (or separate) financial statements. |
| Environmental, Health and Safety Data | Taiwan: Jhen Vei Electronic Headquarters and GZ ELECTRONIC Business Unit<br>China: Huaian Jhen Vei Plant |
| Employee Data | Jhen Vei Electronic Sanchong Headquarters: 29 employees<br>GZ Electronic Business Unit: 186 employees<br>Huaian Jhen Vei Plant: 277 employees |

## Reporting Framework and Information Verification

- The Report has been prepared with reference to the **GRI Standards 2021** issued by the Global Reporting Initiative (GRI). It also complies with the requirements of Appendix 1 and Appendix 2 of the *Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE and TPEx Listed Companies*. The appendices of this Report provide a GRI Content Index, sustainability disclosure indicators for the Electronic components industry, Sustainability Accounting Standards Board (SASB) disclosures, and climate-related information required of TWSE and TPEx listed companies for stakeholder reference.
- The financial data disclosed in this Report have been audited by KPMG in accordance with the International Financial Reporting Standards (IFRS) and are presented in thousands of New Taiwan dollars. Data relating to environmental protection, employees, and occupational safety are compiled by the responsible departments, reviewed and confirmed by the relevant department heads, and presented using internationally recognized methodologies and indicators.
- Jhen Vei Electronic has established the **"Procedures for the Preparation and Assurance of the Sustainability Report."** Relevant internal departments are responsible for reviewing the accuracy of ESG information disclosed in the Report, after which the Sustainability Governance Task Force confirms that all material topics have been adequately covered.
- Although Jhen Vei Electronic is not currently required by applicable regulations to obtain third-party verification or assurance for its Sustainability Report, the Company remains committed to continuously enhancing the quality, completeness, and credibility of its sustainability disclosures. Prior to publication, the Report is submitted to the Board of Directors for review and approval. This process strengthens corporate governance and information disclosure mechanisms and ensures that the Report is subject to appropriate review procedures and management oversight.

## Reporting Frequency

Jhen Vei Electronic publishes its Sustainability Report annually in accordance with applicable regulations. To enhance the transparency and accessibility of the information disclosed, the complete Electronic version of the Report is available for download from the Company's official website.

- **Date of Publication:** August 2026
- **Next Publication Date:** August 2027

## Feedback

We welcome your comments and suggestions regarding the content of this Report. Please feel free to contact us.

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# Chapter 1 Stakeholder Engagement

## Stakeholder and Material Topic Identification Process

1. Identify key stakeholders and their concerns through internal meetings.

2. Develop a sustainability issues questionnaire with reference to the GRI Standards 2021 and ESG reports of peer companies.

3. Complete the questionnaire online.

4. Rank the material topics.

5. Map the material topics to the applicable GRI Standards disclosures.

## 1.1 Sustainability Governance Task Force

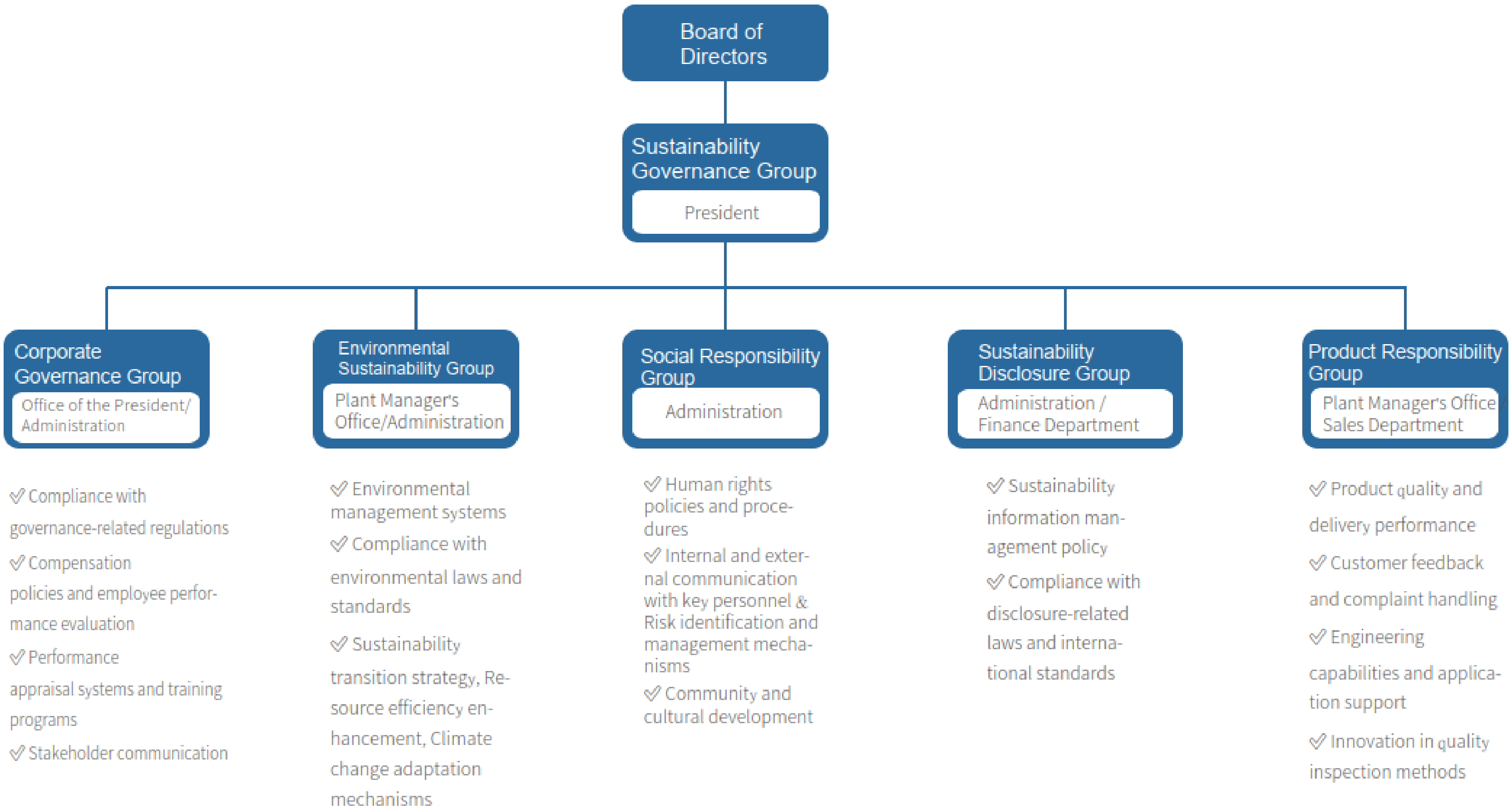
To strengthen the implementation of its sustainability development strategy, Jhen Vei Electronic has established the “Sustainable Development Best Practice Principles,” with the General Manager’s Office serving concurrently as the unit responsible for promoting sustainable development and formulating related policies. The Principles are implemented following approval by the Board of Directors.

With authorization from the Board of Directors, Jhen Vei Electronic established a Sustainability Governance Task Force chaired by the General Manager. Five working groups have been established under the Task Force—Corporate Governance, Environmental Sustainability, Social Responsibility, Sustainability Information Disclosure, and Product Responsibility—each led by the head of the relevant department to comprehensively promote ESG-related initiatives.

Based on the materiality principle, the Sustainability Governance Task Force conducts risk assessments of environmental, social, and governance issues related to the Company’s operations. Based on the identified risks, it formulates relevant risk management policies and implementation measures and regularly reports the status of such matters to the Board of Directors. In 2025, the Task Force reported to the Board on March 13, 2025.

In 2025, the Task Force promoted and implemented sustainability projects including supplier evaluation, corporate governance evaluation, greenhouse gas inventory and verification, and stakeholder engagement such as employee satisfaction surveys.

## Sustainability Governance Team Structure



## 1.2 Identification of Stakeholders

### Identification of Key Stakeholders

Stakeholders are groups that affect or are affected by Jhen Vei Electronic. Each department initially identifies stakeholder types encountered through routine business interactions. Stakeholders are then evaluated based on the frequency of interaction, degree of mutual influence, and importance to each other. Following internal discussions and reference to industry practices, five major stakeholder groups considered important to Jhen Vei Electronic were identified: shareholders (investors), customers, employees, suppliers, and local communities (non-profit organizations).

## 1.3 Stakeholder Communication Channels and Issues of Concern

Due to differences in their roles and relationships with Jhen Vei Electronic, different stakeholder groups have different areas of concern. Each department proactively maintains constructive interactions with stakeholders through diverse communication channels, enabling stakeholders to understand the Company's operations in a timely manner.

Each department collects issues raised by key stakeholders through routine business interactions. The Sustainability Governance Task Force consolidates these issues and, with reference to the GRI Sustainability Reporting Standards 2021 and ESG reports of peer companies, identifies 15 sustainability issues covering economic, environmental, and social aspects.

| Key Stakeholder | Significance to Jhen Vei Electronic | Issues of Concern | Communication Channels / Frequency | 2025 Communication Practices |
|---|---|---|---|---|
| Customers | Customers are at the core of Jhen Vei Electronic's continued operation and development. Their needs and feedback directly influence product design and service innovation. Customer satisfaction affects revenue performance and brand reputation. | Product innovation and service quality; Customer privacy and information security; Customer health and safety; Marketing and labeling; Operating performance | Customer service hotline/email (real-time); Official website communication platform (ongoing); Messaging applications (real-time) | Ongoing communication with customers |
| Employees | Employees are the Company's most valuable asset and a source of innovation and competitiveness. Jhen Vei | Employment relations; Talent training and development; Occupational health and safety; Employee diversity | Labor-management meetings (quarterly); Welfare Committee meetings (quarterly); | Employee satisfaction survey: average score 4.09/5; satisfaction rate 81.8% |

| | | | | |
|---|---|---|---|---|
| | Electronic values employee well-being, provides a friendly workplace, and offers career development opportunities. | and equal opportunity; Operating performance | Suggestion mailbox (ongoing) | |
| Shareholders / Investors | Shareholders provide capital required for growth and are important participants in corporate governance. Sound investor relations help stabilize the share price and reduce the cost of capital. | Operating performance; Corporate governance; Risk management; Ethical business conduct; Climate change response | Annual general meeting; Investor conference (annual); Investor relations hotline (ongoing); Market Observation Post System (ongoing) | Annual general meeting held each June; one investor conference; 49 Chinese and 48 English material announcements; annual Chinese and English financial reports; shareholder meeting information and sustainability report published bilingually |
| Suppliers | Suppliers are an important part of the value chain. Establishing mutually beneficial relationships and jointly promoting sustainable procurement and responsible manufacturing can reduce supply chain risks and enhance competitiveness. | Supply chain management; Ethical business conduct; Operating performance; Risk management; Climate change response | Supplier audits (regular); Procurement negotiation meetings (irregular) | Immediate communication by email, telephone, physical meetings, or video conferences as needed; 6 newly evaluated suppliers, 6 qualified, qualification rate 100%; annual evaluation of 50 suppliers |
| Local communities / Non-profit organizations | Jhen Vei Electronic is rooted in its communities. Giving back to society and participating in community development demonstrate corporate citizenship and the Company's commitment to sustainable development. | Community engagement; Environmental protection; GHG emissions; Customer health and safety; Ethical business conduct | Community activities (irregular); Public welfare cooperation projects (irregular); Community support programs (annual) | NT$145,844 invested in community or non-profit organization activities |

## 1.4 Identification of Material Topics

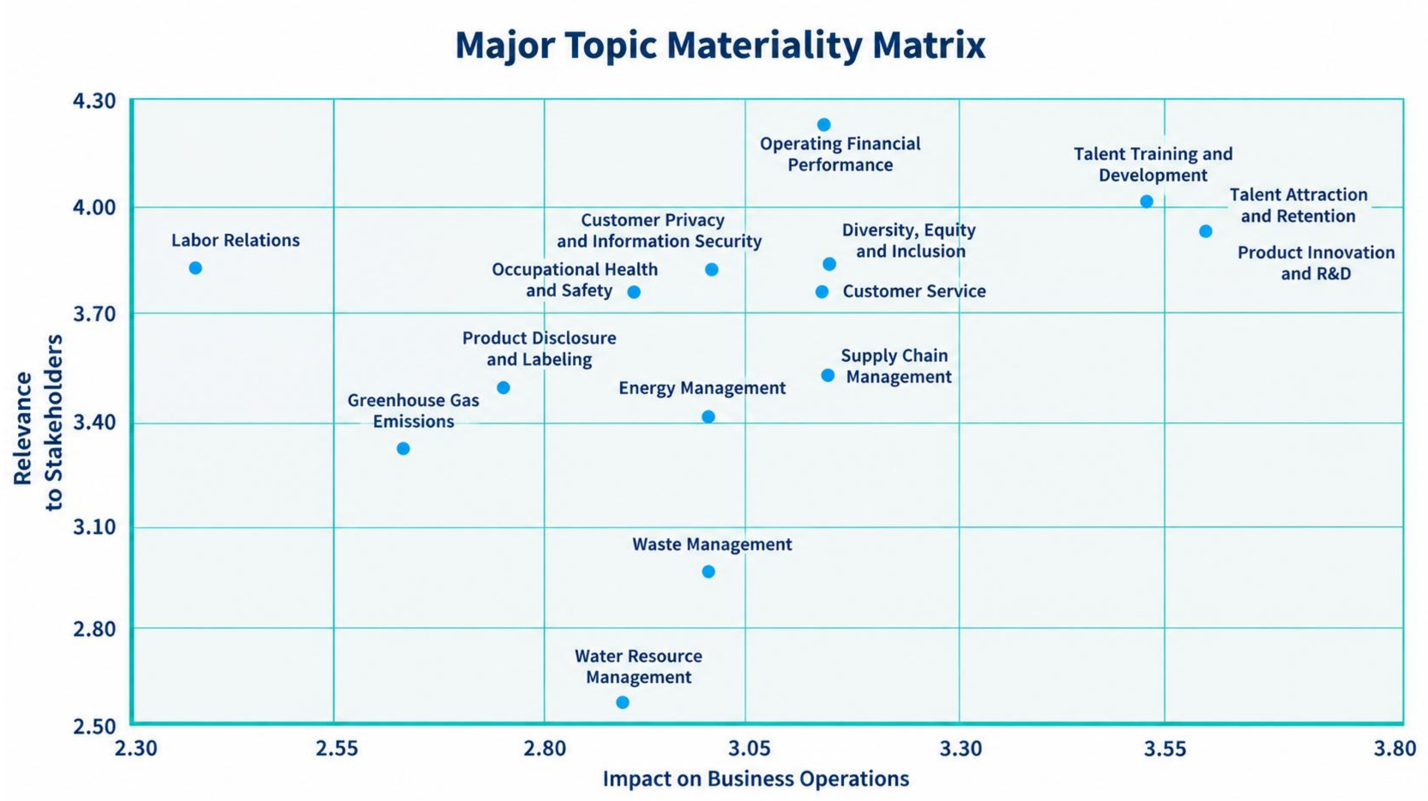
Jhen Vei Electronic identified 15 sustainability issues and assessed their impacts through online questionnaires. A total of 41 valid stakeholder questionnaires were collected, including 9 from shareholders, 15 from employees, 7 from customers, 8 from suppliers, and 2 from local communities. The Company also distributed questionnaires to eight managers to assess the internal and external impacts of each sustainability issue.

The stakeholder and management assessments were consolidated to develop the material topic matrix. Following discussion by the Sustainability Governance Task Force, the top two sustainability issues in each of the environmental, social, and economic dimensions were selected as the material topics for the year. The six material topics identified for priority disclosure were Energy Management, Supply Chain Management, Talent Attraction and Retention, Talent Training and Development, Operating and Financial Performance, and Product Innovation.

| Dimension | Sustainability Issues |
|---|---|
| Environmental | GHG emissions; Energy management; Water resources management; Waste management; Supply chain management |
| Social | Talent attraction and retention; Talent training and development; Employee diversity and equal opportunity; Occupational health and safety; Labor-management relations |
| Economic | Operating and financial performance; Customer privacy and information security; Customer service; Product innovation; Marketing and labeling |

Note: Corporate governance, risk management, and ethical business conduct are required disclosure areas under the GRI Sustainability Reporting Standards 2021. Although they are not included as material topics this year, relevant information is still disclosed in this Report.

The six material topics identified for the year represent both risks and opportunities for the Company. Jhen Vei Electronic must pursue operating performance, shareholder returns, and customer trust without compromising local environmental quality or employee health and well-being. Conversely, transforming risks into opportunities and finding a balance among economic performance, environmental sustainability, and social prosperity will support continued growth and sustainable operations.




| ESG Dimension | Material Topics | Impact Orientation |
|---|---|---|
| Environmental | Energy Management; Supply Chain Management | Potential positive impacts |
| Social | Talent Attraction and Retention; Talent Training and Development | Potential positive impacts |
| Economic | Operating and Financial Performance; Product Innovation | Negative impact; Potential positive impact |

| Aspect | Material Topic | Importance to the Company | Impact Boundary | Internal / External | | | | Corresponding GRI Standard (General / Topic) | Reporting Chapter |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Company | Suppliers | Customers | Local Community | | |
| **Economic** | **Product Innovation and R&D** | The development of new products by the Company enhances corporate competitiveness, and contributes to sustainable growth and long-term business performance. | Within the organization | ● | ● | ● | | Self-defined (Primary Topic) | 3.5.1 Innovation and R&D |
| **Economic** | **Operational Performance and Financial Performance** | Operational efficiency and financial performance are the foundation for the Company's long-term development. A stable financial structure helps the Company enhance competitiveness, while creating benefits for shareholders and society. | Towards internal and external stakeholders | ● | ● | ● | | GRI 201 | 3.4 Operational Performance |
| **Social** | **Human Rights and Employee Rights** | The Company respects employee rights, provides a safe and healthy working environment, and promotes equal opportunities, helping employees reach their full potential. | Within the organization | ● | ● | ● | ● | GRI 405 | 5.1.3 Talent Attraction and Retention |
| **Social** | **Talent Training and Development** | Continuous talent development and training enhance employees' professional competencies, strengthen the Company's human capital, and lay the foundation for sustainable operations. | Within the organization | ● | | | ● | GRI 403 | 5.2.2 Talent Training and Development |
| **Environmental** | **Energy Management** | Efficient energy management reduces resource consumption and greenhouse gas emissions, helping the Company achieve environmental protection goals and mitigate climate change risks. | Within the organization | ● | ● | ● | ● | GRI 301 | 4.1 Energy Management |
| **Environmental** | **Supply Chain Management** | Working with suppliers to follow sustainable procurement standards helps reduce environmental and social impacts across the supply chain and build a responsible value chain. | Within the organization | ● | ● | ● | ● | GRI 308 414 | 4.4 Supply Chain Management |

## Reporting Principles

Jhen Vei Electronic prepares this Report in accordance with the reporting principles of the GRI Standards. Under the Sustainability Context principle, the Company transparently discloses how it responds to actual economic, environmental, and social conditions in its operating locations and surrounding areas to improve or reduce negative impacts. Under the Completeness principle, the information disclosed should adequately reflect the significant economic, environmental, and social impacts of the Company.

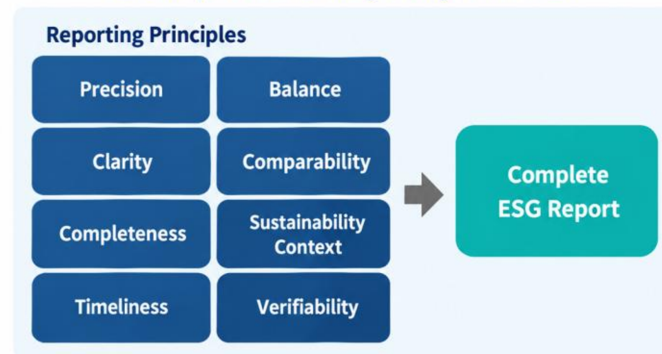
Under the Accuracy principle, information should be sufficiently accurate and detailed to enable stakeholders to evaluate the Company's ESG performance. Under the Balance principle, the Report should fairly reflect both positive and negative performance. Under the Clarity principle, information should be presented in a manner that is easy for stakeholders to understand and access.

Under the Comparability principle, the Report uses internationally recognized standards for ESG disclosure and presents information in a manner that enables stakeholders to analyze the Company's long-term performance. Under the Timeliness principle, the Company regularly issues ESG reports and provides ESG information in a timely manner. Under the Verifiability principle, internal and external personnel review the Report to ensure the accuracy of the disclosed information.

**Major Topic Ranking (Historical Comparison)**

| | 2024 | | 2025 |
|---|---|---|---|
| 1 | Corporate Governance | 1 | Product Innovation |
| 2 | Product Innovation and Service Quality | 2 | Talent Training and Development |
| 3 | Economic Performance | 3 | Talent Attraction and Retention |
| 4 | Customer Privacy and Information Security | 4 | Operations and Financial Performance |
| 5 | Integrity and Ethics | 5 | Energy Management |
| 6 | Risk Management | 6 | Supply Chain Management |

**ESG Report Materiality Analysis Process**




## 1.5 Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) are a global development agenda launched by the United Nations in 2015. They comprise 17 Sustainable Development Goals and 169 targets, serving as guiding principles for Member States and global enterprises in advancing sustainable development by 2030.

In 2025, Jhen Vei Electronic advanced sustainability initiatives and performance across the three ESG dimensions. This Report covers the Company's operations at the Sanchong Headquarters in Taiwan and the Huaian factory in China. A summary of actions and results corresponding to the SDGs is presented below.

| SDG Target | Target | Jhen Vei Electronic's Response |
|---|---|---|
| 1 NO POVERTY | 1.4 Ensure equal rights to economic resources, particularly for poor and vulnerable groups. | Provide compensation conditions that exceed statutory requirements and remain competitive in the market, together with comprehensive benefits. |
| 4 QUALITY EDUCATION | 4.7 Promote education for sustainable development, sustainable lifestyles, human rights, gender equality, peace and non-violence. | Provide diverse on-the-job and new employee training, professional development, and leadership courses. |
| 5 GENDER EQUALITY | 5.1 / 5.4 Eliminate discrimination against women and recognize women's family care responsibilities. | Gender is not a factor in recruitment, evaluation, or promotion. Employees of all genders may apply for parental leave. |
| 6 CLEAN WATER AND SANITATION | 6.3 / 6.4 / 6.a Improve water quality and efficiency and support sustainable water management. | Huaian site total water withdrawal decreased from 6,090 metric tons in 2024 to 5,646 metric tons in 2025. |
| 7 AFFORDABLE AND CLEAN ENERGY | 7.2 / 7.a Increase renewable energy and promote clean-energy research, technology, and investment. | NT$3.959 million invested in solar projects in 2025, generating 38,750 kWh. Huaian factory: 491,123.1 kWh used internally and 61,704 kWh sold. |
| 8 DECENT WORK AND ECONOMIC GROWTH | 8.4 / 8.5 / 8.7 / 8.8 Improve energy efficiency, promote decent work, prohibit child/forced labor, and protect labor rights and workplace safety. | No gender discrimination in recruitment, evaluation, or promotion; respect labor rights; protect maternal employees; implement OHS management. |

| | | |
|---|---|---|
| 10 REDUCED INEQUALITIES | 10.2 / 10.3 Promote inclusion and ensure equal opportunity. | Recruitment, evaluation, and promotion do not consider physical or psychological differences; reporting channels protect whistleblowers. |
| 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 12.5 Reduce waste through prevention, reduction, recycling, and reuse. | Huaian factory waste decreased from 115.894 metric tons in 2024 to 104.812 metric tons in 2025; continue IECQ QC080000 implementation. |
| 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 16.6 / 16.7 Develop effective, accountable, and transparent institutions and inclusive decision-making. | Strengthen corporate governance and internal controls; maintain independent reporting channels; engage stakeholders and report regularly to the Board. |

# Chapter 2 About Jhen Vei Electronic

## 2.1 Company Profile

Jhen Vei Group was established in 1986 and was listed on the Taipei Exchange in 2007 under stock code 3520. Headquartered in Sanchong District, New Taipei City, the Group operates production sites in Taiwan and mainland China. Guided by its business philosophy of “Quality Assurance, Continuous Innovation, Customer Satisfaction, and Environmental Protection,” the Group is committed to providing customers with high-quality products and services. Jhen Vei Group focuses on three major areas of expertise: “design and manufacturing of electronic wire and cable components,” “OEM manufacturing services for electronic products, including SMT, DIP, testing, coating, assembly, and packaging,” and “solar power generation system services.” The Group continues to pursue diversified operations and new business development, leveraging synergies across its businesses to create shared value for employees, shareholders, and the Company, while contributing to society.

Since 1986, leveraging its in-house wire and cable manufacturing capabilities, Jhen Vei Group established a wire and cable manufacturing facility in Huai’an, China, focusing on the production and sales of various power and signal cable assemblies, primarily for computers, network communications, consumer electronics, and automotive electronics. Through years of development, the Group has established partnerships with numerous internationally renowned manufacturers. The plant has also obtained ISO 9001 and ISO 14001 certifications. In line with its ESG and sustainable development objectives, the Group has established rooftop solar power generation systems.

In 2020, the Group invested in Jhen Vei Energy to establish a blueprint centered on “energy conservation and environmental protection, carbon reduction and low-carbon development, and sustainable operations.” The investment focused on solar photovoltaic power generation systems and the provision of integrated services for power plant construction and long-term operation and maintenance. Its principal business activities include professional solar energy system development, planning, construction, and operation. In May 2024, the Board of Directors of Jhen Vei Electronic Co., Ltd. approved a simplified merger with Jhen Vei Energy, with June 30, 2024 designated as the merger record date.

In 2021, the Group invested in GZ Electronic, an OEM manufacturing company providing integrated services including SMT, DIP, coating, assembly, testing, and packaging. GZ Electronic works with domestic design houses and major contract manufacturers to provide high-precision, high-quality, and flexible manufacturing solutions. In addition to holding the IATF 16949 automotive quality management system certification, GZ Electronic has obtained ISO 9001, TUV, UL, ISO 14001, and Apple MFi certifications. The Company has received cooperation invitations from numerous international customers. In addition to obtaining relevant professional certifications, GZ Electronic conducts product certification and testing to maintain high quality standards and safeguard user safety. GZ Electronic currently does not participate in any industry trade unions or related associations; however, it will continue to monitor industry trends and related issues and evaluate opportunities to participate in relevant organizations based on the Group’s development needs, thereby promoting industry exchange and enhancing competitiveness.

| Company Name | Jhen Vei Electronic Co., Ltd. |
|---|---|
| Headquarters | 6F., No. 18, Ln. 609, Sec. 5, Chongxin Rd., Sanchong Dist., New Taipei City, Taiwan |
| Shareholding Structure | Domestic corporations: 25.83%<br>Domestic individuals: 72.28%<br>Foreign institutions and individuals: 1.89% |
| Paid-in Capital at Year-End (NT$ thousand) | 688,468 |
| Operating Sites | Wire & Cable Business Unit: No. 8, Ecological Rd., Lien Shui County, Huai'an City, Jiangsu Province, China; No. 9/7, Village 5, Nong Suchang Subdistrict, Nong Yai County, Chon Buri Province, Thailand (under construction; not yet operational in 2025)<br>Energy Business Unit: No. 1-8, Zhongcun, Ganxi Village, Citong Township, Yunlin County, Taiwan (relocated in May 2026 to No. 253, Shanghai Rd., Douliu City, Yunlin County)<br>Electronic Components (SMT) Business Unit: 3F., No. 168, Liancheng Rd., Zhonghe Dist., New Taipei City, Taiwan |
| Industry | Electronic Components Industry (Taipei Exchange-listed) |
| Principal Products / Services | 1. Manufacturing of electronic components<br>2. Secondary processing of electronic components<br>3. Power plant operation, power plant construction and operation, and related services |
| Production Volume | Electronic components: 29,160 thousand PCS<br>Secondary processing of electronic components: 48,330 thousand points<br>Energy business: 9,069 kW |
| Revenue for the Year (NT$ thousand) | 1,208,221 |
| Sales Mix by Principal Product | Electronic components: 68.64%<br>Secondary processing of electronic components: 24.94%<br>Energy business: 6.42% |
| Revenue by Region | Taiwan: 26.60%<br>China: 61.28%<br>United States: 9.71%<br>Other: 2.41% |

## Company Product Website

| Electronic Components | Secondary Processing of Electronic Components | Energy Business |
|---|---|---|
|   |   |   |
| | | |

## Position in the Overall Industry Value Chain

| Value Chain Position | Electronic Components | Secondary Processing of Electronic Components | Energy Business |
|---|---|---|---|
| **Upstream** | Metal materials, electroplating materials, plastic materials | Semiconductors, metal/plastic components, firmware, electronic components | Solar cell modules, power generation equipment, construction materials |
| **Midstream** | Connectors, terminals, cables, cable assemblies | SMT, DIP, coating, assembly, testing and packaging services | Solar power plants, systems and engineering services |
| **Downstream** | Consumer electronics, industrial electronics, medical and automotive products | Consumer electronics, industrial electronics, medical and automotive products | Taipower, self-operated power plants, and electricity wheeling service providers |

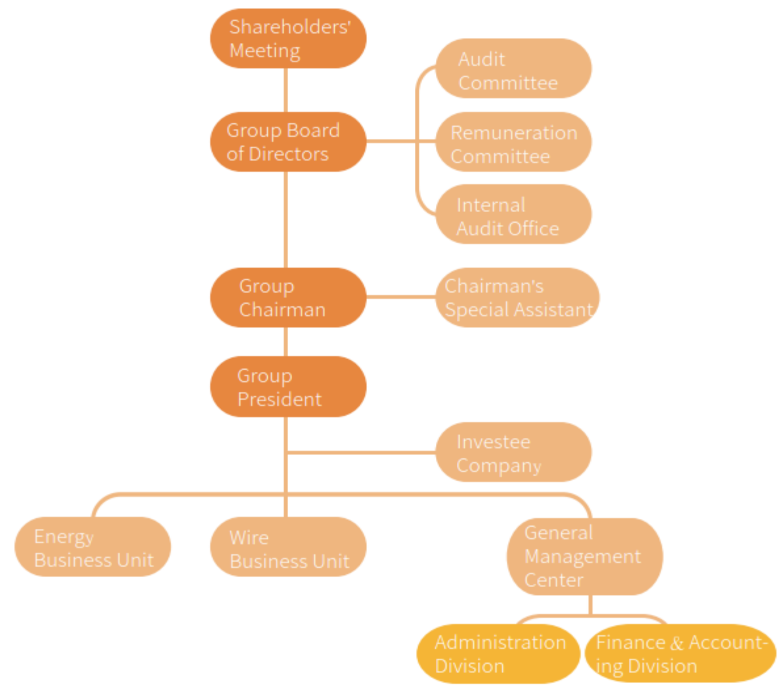
### Business Relationships

**Electronic Components:** The Company's products comprise components for various electronic products. Upstream suppliers include metal and plastic suppliers, while downstream customers include manufacturers in the consumer electronics, industrial electronics, medical equipment, and automotive industries.

**Secondary Processing of Electronic Components:** For the Company's secondary processing business, upstream suppliers include semiconductors, metal/plastic components, firmware, and electronic components, while downstream customers include manufacturers in the consumer electronics, industrial electronics, medical equipment, and automotive industries.

**Energy:** For the Company's energy business, upstream suppliers include solar cell modules, power generation equipment, and construction materials, while downstream customers include Taipower, self-operated power plants, and electricity wheeling service providers.

**Jhen Vei Group Organizational Chart**



## 2.2 Business Philosophy

Jhen Vei Electronic adheres to the business philosophy of “Quality Assurance, Continuous Innovation, Customer Satisfaction, and Environmental Protection” and regards sustainable development as one of the Company’s core strategies. We believe that maintaining integrity, pursuing continuous innovation, and consistently focusing on product quality and environmental sustainability are essential to earning customer trust and market recognition. Our business philosophy is reflected in the following areas:

**Customer First:** We are committed to providing customers with excellent products and services, placing customer needs at the forefront and continuously pursuing innovation and improvement in our products and services.

**Quality Assurance:** We strictly implement quality management systems and have obtained ISO and other international quality certifications. We are committed to maintaining high product quality and reliability and enhancing product innovation to meet market and customer expectations.

**Sustainable Operations and the Environment:** Jhen Vei Group continuously improves production processes to reduce costs and use resources efficiently, thereby strengthening competitiveness, while making ongoing investments in the industry to provide growth momentum. Our sustainable development strategy covers energy management, carbon emissions reduction, waste management, and social responsibility. In addition to emphasizing environmental protection, we encourage supply chain partners to participate in green production and seek to balance economic and environmental benefits in future development. As global attention to ESG continues to increase, Jhen Vei Group has progressively allocated resources to meet customer requirements for suppliers and achieve its sustainable operations objectives.

### Business Policies

1. Expand new market applications, actively pursue orders from new customers, and strengthen strategic cooperation with key customers to increase overall market share.
2. Maintain and integrate supply and demand relationships with industry-chain suppliers, improve material quality, maintain flexibility and efficiency in production processes, and pursue mutually beneficial, long-term partnerships.
3. Continuously enhance sales and production policies, improve product quality, and optimize customer service.
4. Plan for diversified products, investments, and strategic alliances to gradually expand the Group’s business scale and profitability and achieve sustainable business development.

### Specific Implementation Strategies

1. Increase the proportion of automated processes to reduce reliance on direct labor and employee fatigue, thereby continuously improving production efficiency and achieving carbon reduction targets.
2. Leverage the Company’s existing mature technologies and resources, strengthen coordination with supply chain partners, continuously improve product quality, and meet customer delivery requirements.

3. Strengthen coordination between plant operations, production, and sales services, and work to reduce excess inventory in order to improve inventory and capital turnover efficiency.
4. Develop high-value-added products and, where necessary, adopt flexible pricing strategies to strengthen long-term customer relationships, capture business opportunities, and pursue stable profit growth.

### Future Development Strategies

1. Deeply develop the existing business groups and continuously enhance operations to sustain corporate development.
2. Expand the Group's business scope and continue investing in new businesses to strengthen growth momentum.
3. In response to changes in international competition and cooperation, gradually expand the Group's footprint and establish new operating sites in line with market developments.
4. Strengthen corporate governance, emphasize environmental protection, and fulfill social responsibility to achieve the goal of sustainable business development.

## 2.3 Management Systems and Certifications

Jhen Vei Electronic continuously improves and innovates its processes, products, and services and complies with requirements concerning the restriction of hazardous substances in products, providing customers with high-value and highly competitive solutions. The Group's operating sites have progressively obtained certifications for various management systems. Huaian Jhen Vei has obtained ISO 9001, ISO 14001, and IECQ QC080000 certifications, while GZ Electronic has obtained ISO 9001, ISO 13485, ISO 14001, ISO 50001, and IATF 16949 certifications.

The Taipei Headquarters and Huaian Jhen Vei also continue to undergo organizational greenhouse gas verification and have obtained ISO 14064-1 certification. In addition, product carbon footprint verification has been conducted for DC cables, resulting in ISO 14067 certification. These efforts support the carbon inventory requirements of regulatory authorities and customers.

## Jhen Vei Electronic


ISO 14064-1


ISO 14067

## Huaian Zhenwei Electronic


IECQ QC080000


ISO 9001


ISO14001

## Guozhi Electronic

ISO 9001


ISO 14064-1


ISO 14001


ISO 13485


IATF 16949


ISO 50001


Certification Website Links:

# Chapter 3 Corporate Governance

## Policy Commitments

1. Business Integrity Policy:
   Jhen Vei Electronic upholds business integrity as a core value and has established the “Business Integrity Code of Conduct,” requiring all employees to strictly comply with relevant regulations in the course of business operations and prohibiting the direct or indirect offering, promising, requesting, or accepting of any improper benefits.
2. Human Rights Policy:
   The Company places great importance on the protection of human rights and has established the “Jhen Vei Group Human Rights Policy.” The Company is committed to respecting and protecting human rights in all operational activities and ensuring that employees work in a fair and safe environment.
3. Regulations Governing Related-Party Transactions:
   To ensure transparency and fairness in transactions, Jhen Vei Electronic has established the “Regulations Governing Financial and Business Transactions Among Related Parties,” which clearly defines the financial and business dealings among related parties and helps prevent conflicts of interest.
4. Information Transparency:
   The Company is committed to information transparency and complies with relevant laws and regulations. It regularly discloses information regarding its financial performance, business operations, and corporate governance to ensure that shareholders and stakeholders have timely access to the Company’s latest developments.

Through the above policy commitments, Jhen Vei Electronic Co., Ltd. is committed to establishing a sound corporate governance framework, strengthening risk management, enhancing information transparency, protecting shareholders’ rights and interests, and ensuring the Company’s sustainable development. (The organizational structure of Jhen Vei Electronic is described in the preceding chapter.)

Jhen Vei Electronic Co., Ltd. is committed to achieving sustainable development and upholds the principles of environmental, social, and governance (ESG), with a focus on economic governance, human rights, and environmental protection. Based on the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies, the Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies, the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, the Sample Template for the Adoption of Ethical Behavior Guidelines for TWSE/TPEx Listed Companies, and applicable domestic labor laws and regulations, the Company has established relevant internal policies and regulations, including the “Business Integrity Code of Conduct,” “Operating Procedures and Guidelines for Business Integrity,” “Code of Ethical Conduct,” “Sustainable Development Best Practice Principles,” and “Jhen Vei Group Human Rights Policy.”

The Company publicly commits to conducting business in a responsible manner and communicates with internal and external stakeholders through email, relevant meetings, its official website, internal networks, contractual terms, and other channels to enhance mutual understanding and cooperation.

## 3.1 Governance Practices

The General Meeting of Shareholders, composed of all shareholders, makes decisions on major corporate matters and regularly receives reports from the Board of Directors, serving as the Company's highest decision-making body. The Board of Directors is the highest governing body. All directors exercise the duty of care of a prudent administrator. The General Manager assists the Chairperson in formulating business policies and sustainability strategies. The Board reviews financial performance and sustainability strategies and ensures that the Company's operations comply with applicable laws and regulations. To strengthen corporate governance and enhance competitiveness, the Board has established the Audit Committee and Remuneration Committee. An independent Internal Audit Office is also established under the Board to conduct regular audits and report audit results to the Audit Committee and the Board.

Jhen Vei Electronic places great importance on corporate governance, sustainable growth, and ethical business conduct. The Company continues to strengthen its corporate governance framework, uphold information transparency, and maintain effective internal control mechanisms to safeguard stakeholder rights and interests. In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, Jhen Vei Electronic designs and implements its internal control system based on an assessment of its overall operating activities and regularly reviews the system in response to changes in the internal and external environment, ensuring its continued effectiveness. Through sound management mechanisms, the Company seeks to enhance operational performance and achieve sustainable operations.

To strengthen support for directors in the performance of their duties and enhance Board effectiveness, the Board resolved in October 2025 to appoint the head of the Finance Department as the corporate governance officer. The officer is responsible for assisting directors in performing their duties, providing necessary information, arranging continuing education, handling matters related to Board and shareholders' meetings in accordance with applicable laws, assisting the Company in implementing resolutions of the Board and shareholders' meetings, and maintaining investor relations. The corporate governance officer completed 12 hours of professional training related to corporate governance during the year. In the 12th Corporate Governance Evaluation in 2025, Jhen Vei Electronic ranked within the 21%–35% range among TPEx-listed companies. The Company will continue to enhance overall corporate governance effectiveness and strengthen stakeholder confidence.

The Company's financial statements are regularly audited and attested by an accounting firm. Information required to be disclosed under applicable laws and regulations is disclosed accurately and in a timely manner by authorized personnel. The Company has also established a spokesperson system to ensure that material information is appropriately disclosed in a timely manner for the reference of shareholders and stakeholders.

### 3.1.1 Board of Directors

The Board of Directors formulates the Company's business strategies and is accountable to shareholders and other stakeholders. Directors faithfully perform their duties and exercise their authority with due care. All matters concerning the Company's business operations and governance systems are resolved by the Board, except for matters required by law or the Articles of Incorporation to be resolved by the General Meeting of Shareholders. Where a director has a conflict of interest in a matter under discussion, the director concerned is required to recuse themselves from the discussion and voting. If the chairperson has a conflict of interest, an acting chairperson without a conflict of interest is designated before the matter is discussed and resolved.

Jhen Vei Electronic has established the Rules for Election of Directors, stipulating that Board composition should take diversity into consideration and that an appropriate diversity policy should be formulated based on the Company's operations, business model, and development needs, including: (A) basic attributes and values such as gender, age, nationality and culture; (B) professional knowledge and skills such as law, accounting, industry, finance, marketing and technology; and (C) at least one director of a different gender.

Director elections are conducted in accordance with the candidate nomination system stipulated in Article 192-1 of the Company Act and use a cumulative voting system. As of the end of 2025, the Company's 10th Board consisted of nine directors, including three independent directors. Board members have professional backgrounds in management, finance and accounting, engineering, law and operations management.

| Position | Name | Attendance Rate | Industry / ESG Background or Experience |
|---|---|---|---|
| **Chairperson** | Liang-Chuan Wei | 100% | Industry |
| **Director** | Tzu-Lin Chung | 100% | Industry |
| **Director** | Mei-Hui Chang | 100% | Industry |
| **Director** | Hung-Chun Lin | 67% | Industry |
| **Director** | Shih-Fang Liao | 89% | Industry |
| **Director** | Yu-Chun Shen | 100% | Accounting |
| **Independent Director** | Chun-I Chou | 100% | Accounting |
| **Independent Director** | Shih-Tung Lu | 100% | Industry |
| **Independent Director** | Chin-Han Chen | 100% | Law |

**Board Diversity Indicators**

| Category | Indicator | 2023 No. | 2023 % | 2024 No. | 2024 % | 2025 No. | 2025 % |
|---|---|---|---|---|---|---|---|
| Directors | Male | 7 | 77.78% | 7 | 77.78% | 5 | 55.56% |
| | Female | 2 | 22.22% | 2 | 22.22% | 4 | 44.44% |
| Age | 50 and under | 3 | 33.33% | 4 | 44.44% | 4 | 44.44% |
| | 51–60 | 6 | 66.67% | 5 | 55.56% | 2 | 22.22% |
| | 61 and above | 0 | 0.00% | 0 | 0.00% | 3 | 33.33% |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| Education | Graduate degree | 2 | 22.22% | 2 | 22.22% | 2 | 22.22% |
| | College / university | 4 | 44.44% | 4 | 44.44% | 5 | 55.56% |
| | Other | 3 | 33.33% | 3 | 33.33% | 2 | 22.22% |

Note: Female director percentage = (number of female directors at year-end / total number of directors at year-end) × 100%. Male director percentage = (number of male directors at year-end / total number of directors at year-end) × 100%. The above information is as of the end of 2025 and relates to the Company's 10th Board of Directors.

### Board Performance Evaluation

Jhen Vei Electronic has established the Board Performance Evaluation Rules. A self-assessment questionnaire is conducted at least once a year for the Board, individual directors, and functional committees.

| Body | 2024 | 2025 |
|---|---|---|
| Board – Individual Directors | Average score: 4.97 | Average score: 4.85 |
| Board | Average score: 4.97 | Average score: 4.97 |
| Audit Committee | Average score: 4.96 | Average score: 5.0 |
| Remuneration Committee | Average score: 4.99 | Average score: 5.0 |

### Human Rights Policy

The Company complies with the core labor standards and local laws and regulations set forth in the Universal Declaration of Human Rights, international human rights conventions, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The Hua Ying Group Human Rights Policy was issued following approval by the Chairperson.

- Conduct human rights assessments focusing on workplace health and safety, physical and mental well-being, work-life balance, and a friendly workplace.
- Comply with applicable laws and human rights policies; eliminate discrimination, ensure equal employment opportunities, and prohibit sexual harassment.
- Protect labor rights, prohibit slavery and forced labor, prevent workplace bullying, and prohibit child labor.
- Strengthen professional and occupational safety training, improve working conditions, and enhance employee benefits.
- Maintain effective communication channels with employees, suppliers and relevant organizations.

In 2025, internal human rights policy awareness training was provided to employees, with a total of 28 participants.

### Director Continuing Education

In accordance with corporate governance requirements, Jhen Vei Electronic requires Board members to participate regularly in continuing education. In 2025, all directors completed a total of 66 hours of continuing education, all of which consisted of ESG-related courses.

| Position / Director | Training Date | Organizer | Course | Hours |
|---|---|---|---|---|
| **Chairperson – Liang-Chuan Wei** | 114/11/14 | Taiwan Corporate Governance Association | Prevention of and Response to Insider Trading | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Corporate Climate Governance and TCFD Disclosure Practices | 3 |
| **Director – Tzu-Lin Chung** | 114/11/04 | Taiwan Corporate Governance Association | Disclosure of Material Corporate Information and Directors' Legal Liability | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Prevention of and Response to Insider Trading | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Corporate Climate Governance and TCFD Disclosure Practices | 3 |
| **Director – Mei-Hui Chang** | 114/10/17 | Taipei Financial Research and Development Foundation | Introduction to ESG and Taiwan's Sustainability Transformation Blueprint | 3 |
| | 114/10/31 | Taipei Financial Research and Development Foundation | Intellectual Property and Trade Secret Risks | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Prevention of and Response to Insider Trading | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Corporate Climate Governance and TCFD Disclosure Practices | 3 |
| **Director – Hung-Chun Lin** | 114/05/13 | Taiwan Corporate Governance Association | Trends and Risk Management in Digital Technology and Artificial Intelligence | 3 |
| | 114/12/16 | Taiwan Corporate Governance Association | Carbon Fees, Carbon Taxes, Carbon Credits and Carbon Trading | 3 |
| **Director – Shih-Fang Liao** | 114/05/13 | Taiwan Corporate Governance Association | Trends and Risk Management in Digital Technology and Artificial Intelligence | 3 |
| | 114/12/16 | Taiwan Corporate Governance Association | Carbon Fees, Carbon Taxes, Carbon Credits and Carbon Trading | 3 |
| **Director – Yu-Chun Shen** | 114/11/14 | Taiwan Corporate Governance Association | Prevention of and Response to Insider Trading | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Corporate Climate Governance and TCFD Disclosure Practices | 3 |
| **Independent Director – Chun-I Chou** | 114/11/14 | Taiwan Corporate Governance Association | Prevention of and Response to Insider Trading | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Corporate Climate Governance and TCFD Disclosure Practices | 3 |
| | 114/11/14 | Taiwan Corporate Governance Association | Prevention of and Response to Insider Trading | 3 |

| | | | | |
|---|---|---|---|---|
| **Independent Director – Shih-Tung Lu** | 114/11/14 | Taiwan Corporate Governance Association | Corporate Climate Governance and TCFD Disclosure Practices | 3 |
| **Independent Director – Chin-Han Chen** | 114/11/03 | Taiwan Corporate Governance Association | Key Analysis of IFRS 18 Presentation and Disclosure in Financial Statements | 3 |
| | 114/11/03 | Taiwan Corporate Governance Association | Fraud Crime Patterns and Related Legal Liability: Case Analysis | 3 |

## 3.1.2 Functional Committees

Jhen Vei Electronic recognizes the importance of sound corporate governance to sustainable operations and has established functional committees, including the Audit Committee and Remuneration Committee, to oversee specific areas, assist the Board in fulfilling its responsibilities, ensure operational transparency and fairness, and enhance performance. Through effective operation of these committees, the Company seeks to strengthen internal controls, information transparency and compliance and respond to stakeholder expectations.

### Audit Committee

The Audit Committee consists of three independent directors and oversees financial reporting processes, internal controls, compliance mechanisms and auditor independence. Its responsibilities include overseeing financial statement preparation and disclosure, evaluating internal controls, ensuring auditor independence and suitability, overseeing compliance risks and audit plans, and reviewing major investments, credit facilities and financial decisions. The Committee meets at least quarterly and held eight meetings in 2025, with a 100% attendance rate.

The head of internal audit meets all independent directors at least quarterly. In 2025, four meetings were held between the independent directors and the head of internal audit, and four meetings were held between the independent directors and external auditors.

#### Resolutions of Audit Committee Meetings in 2025

The 2025 Audit Committee meetings addressed annual financial statements and earnings distribution, auditor changes and independence, internal control statements and plans, subsidiary loans and guarantees, private placements and public issuance, appointments of accounting, finance, corporate governance officers and spokespersons, accounting systems, and amendments to governance and remuneration rules. All attending members approved the matters and submitted them to the Board, where they were approved without objection by attending directors.

### Remuneration Committee

Jhen Vei Electronic established the Remuneration Committee, composed of three independent directors, to formulate and review remuneration policies for directors and senior management and ensure fairness and transparency. The Committee held six meetings in 2025, with a 100% attendance rate.

- Regularly review the Remuneration Committee organizational rules and propose amendments.

- Establish and review performance evaluation standards, annual and long-term objectives, and remuneration policies, systems, standards and structures for directors and managers.
- Evaluate achievement of performance objectives and determine individual remuneration based on performance evaluation results.

The Committee considers legal compliance, competitiveness of remuneration, industry practices, individual responsibilities and performance, business objectives, financial condition and future risks. Remuneration arrangements should not encourage directors or managers to exceed the Company's risk appetite.

In 2025, the Company's remuneration policies for the Board and managers were not linked to objectives and performance related to economic, environmental and social topics. The Company plans to formulate and implement such linkage in 2026.

| Remuneration Policy Item | Board of Directors | Managers |
|---|---|---|
| Fixed and variable remuneration | V | V |
| Signing or recruitment bonus | X | X |
| Clawback mechanism | X | X |
| Retirement benefits | X | V |

### 3.1.3 Internal Audit

Jhen Vei Electronic maintains an effective internal control system to ensure legality of operations, reliability of financial reporting and operational efficiency. The system covers financial management, procurement and payments, sales and collections, information security and subsidiary management. An independent Internal Audit Office under the Board conducts regular and objective assessments. Deficiencies require corrective action plans and follow-up.

The Board and management review internal control self-assessments and audit reports at least annually. In 2025, two internal auditors received a total of 24 hours of training. The Internal Audit Office performed 220 audit activities, achieving a 93% compliance rate. No major non-conformities were identified, and all non-conformities were closed within the required timeframe.

### 3.1.4 Ethics and Integrity

To implement ethical business conduct, Jhen Vei Electronic has established the Sustainability Governance Task Force under the General Manager to promote ethical business conduct, anti-corruption, anti-bribery and compliance. The Company has established the Code of Ethical Business Conduct, Procedures and Guidelines for Ethical Business Conduct, Code of Ethics and Corporate Governance Code, all requiring Board approval for establishment, amendment or repeal. The 2025 operating and implementation results were reported to the Board on March 13, 2025.

The Company has a whistleblowing system. Internal and external parties may report violations by email or telephone. Whistleblowers' personal information is kept confidential and appropriate protection measures are taken. No complaints were received during the year. Reporting channels:

Employees, customers, suppliers and other stakeholders: +886-2-2999-6166 / service@jve-tech.com; Investors and reporting of unlawful conduct: +886-2-2999-6166 / ir@jve-tech.com.

## 3.2 Risk Management

Jhen Vei Electronic has established the Risk Management Policy and Procedures to identify, assess, monitor and respond to potential risks related to stakeholders and corporate sustainability. The policy covers operational, financial, information security, legal and regulatory, supply chain and ESG risks. The Board approves and oversees the policy, while senior management implements it. Risk management is reported to the Board at least annually; the 2025 report was made on March 13, 2025.

- Board of Directors: reviews and approves risk management policy and oversees implementation.
- General Manager's Office / Risk Management Task Force: coordinates cross-departmental risk management and reporting.
- Finance, Accounting and Internal Control Units: conduct risk identification, assessment and control.
- Internal Audit Unit: regularly audits implementation and reports to the Board.

| Risk Process | Description / Strategy |
|---|---|
| **Risk Identification** | Identify key and emerging risks based on strategy, Board-approved policy, internal and external factors and stakeholder concerns; conduct comprehensive risk identification regularly. |
| **Risk Analysis** | Assess impacts using risk appetite and tolerance; quantify measurable risks and qualitatively assess difficult-to-quantify risks; prioritize risks for response. |
| **Risk Measurement** | Consider existing control effectiveness and rank risks against approved risk appetite and risk levels; formulate management measures. |
| **Risk Response and Monitoring** | Select avoidance, reduction, diversification, transfer or acceptance strategies and implement mitigation plans. |
| **Risk Reporting and Disclosure** | Report risk management status to the Board regularly and disclose relevant information in the Sustainability Report. |

| Risk Category | Risk Description | Response Measures |
|---|---|---|
| **Sustainable Environment** | Increasing GHG emissions | Energy conservation, carbon reduction, ISO 14064-1 inventory expansion to Scope 3. |
| | Ineffective energy conservation | Solar power systems and increased renewable energy use. |
| | Increasing wastewater discharge | Water conservation and improved water-use efficiency. |
| | Higher waste / lower recycling | Sorting, recycling, reduction, reuse and electronic document management. |
| | Water and electricity shortages | Backup power and disaster prevention mechanisms. |
| | Typhoons and flooding | Climate monitoring and early emergency response. |
| | Environmental regulatory violations | Process safety management and ISO 9001, ISO 14001 and ISO 50001 systems. |

| | | |
|---|---|---|
| **Operational Performance** | Ethical and integrity risks | Governance organization and internal controls. |
| | Insufficient information transparency | Communication channels and investor mailbox. |
| | Declining market competitiveness | Continuous interaction with customers and suppliers. |
| | Information security incidents | Data-center upgrades, firewall and backup improvements, network segmentation, VLAN and account access reviews. |

### Climate-Related Financial Disclosures (TCFD)

Based on the TCFD framework, climate-related disclosures cover governance, strategy, risk management, metrics and targets. Management identifies climate-related risks and opportunities, develops response strategies and plans regular reporting to the Board. The Company identifies physical and transition risks and opportunities associated with the low-carbon transition.

| Time Horizon | Type | Risks / Opportunities |
|---|---|---|
| **Short term (1–3 years)** | Risks | Energy price volatility, stricter carbon-management regulations, unstable power supply and logistics delays. |
| | Opportunities | Energy-saving equipment, energy management systems, stronger GHG inventory and carbon management capabilities. |
| **Medium term (3–10 years)** | Risks | Carbon pricing and supply-chain decarbonization requirements may increase costs; higher demand for low-carbon products may affect competitiveness. |
| | Opportunities | Increase renewable energy and process efficiency; develop green products and low-carbon manufacturing. |
| **Long term (10+ years)** | Risks | More frequent extreme weather may affect supply-chain stability and operating sites; additional resources may be needed for low-carbon transition. |
| | Opportunities | Build low-carbon supply chains and green manufacturing capabilities. |

Extreme weather events such as power outages, heavy rainfall and typhoons may affect production schedules and supply-chain operations. The Company has backup power systems, disaster response mechanisms and equipment maintenance systems. In response to transition risks, the Company continues to invest in solar power, GHG inventories, product carbon footprint management and energy-saving improvements.

The Company incorporates climate-related risks into its overall risk management system. The Sustainability Development Task Force coordinates identification, assessment and management. The process includes risk identification, risk assessment, risk management, and monitoring and improvement, with results incorporated into overall risk management and reported to the Board.

Jhen Vei Electronic and Huaian Jhen Vei completed organizational-level GHG inventories for 2023–2025 in accordance with ISO 14064-1 and obtained third-party verification. Jhen Vei Electronic has set a target of reducing organizational GHG emissions intensity by 30% by 2030 and plans to achieve RE100 by 2050. Strategies include expanding the inventory boundary to Scope 3, smart electricity meters, energy-saving measures, process optimization, low-carbon or green materials and increased renewable energy use.

### 3.3 Regulatory Compliance

Regulatory compliance is fundamental to corporate operations. Departments regularly interact with stakeholders and maintain communication channels. When a stakeholder or sustainability issue may cause a potentially material adverse impact, the responsible department conducts due diligence covering operational impacts, financial condition, compliance records, environmental protection and labor rights, and reports the findings to management. Depending on severity, the matter may be submitted to the Chairperson or General Manager and discussed or reported to the Board, which decides on follow-up actions.

| Material Topic | Operating Performance |
|---|---|
| **Significance to the Company** | Sound operating performance and financial condition help reduce impacts from uncertainties and changes in the operating environment. |
| **Policy / Commitment** | Maintain sound operating performance and financial structure; diversify businesses to reduce operating risks and enhance shareholder equity. |
| **Short-Term Targets** | Maintain growth and establish competitive financial ratios. |
| **Medium- and Long-Term Targets** | Expand operating scale, diversify businesses, increase shareholder equity and maximize shareholder value. |
| **2025 Resources and Results** | Operating scale increased by 10%; despite changes in U.S. tariff policies, overall financial ratios generally remained at historical levels. |
| **Responsible Department / Grievance Mechanism** | Finance Department / Telephone and Email |
| **Evaluation Mechanism / Results** | Financial statements |

Jhen Vei Electronic has established functional committees, the Corporate Governance Code and Board Performance Evaluation Rules, and has appointed a corporate governance officer to strengthen Board functions. The Company also maintains the Code of Ethical Business Conduct and whistleblowing system. No whistleblowing cases or unethical conduct incidents were reported in 2025, and no violations of laws or regulations occurred during the year.

### 3.4 Operating Performance

Jhen Vei Electronic's product and service portfolio includes electronic components, electronic component back-end processing, solar power electricity sales, and power plant engineering services. The Company continues to develop cable applications, provide new specifications, invest in equipment for comprehensive back-end processing, and develop and operate power plants.

| Item ( Unit: NT$ million) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Revenue | 836 | 1,098 | 1,208 |
| Operating costs | 708 | 938 | 1,047 |
| Employee wages and benefits | 192 | 214 | 224 |
| Payments to providers of capital | 29 | 17 | 17 |
| Payments to government | 8 | 21 | 2 |
| Community investments | 0.19 | 0.17 | 0.15 |

## 3.5 Products and Services

Jhen Vei Electronic maintains smooth communication channels and close customer relationships. Customer feedback is promptly communicated by Sales to Manufacturing and Quality Assurance for follow-up improvement, enabling the Company to earn customer trust through high-quality services.

### 3.5.1 Innovation and R&D

| Material Topic | Product Innovation |
|---|---|
| Significance | Continuous product development and technological innovation expand applications and maintain competitive advantage. |
| Policy / Commitment | Develop cable applications and new specifications; invest in back-end processing equipment; plan power plant development and services. |
| Short-Term Targets | Optimize product mix, production efficiency, capacity utilization, process quality and customer development across electronic components, back-end processing and energy businesses. |
| Medium- and Long-Term Targets | Develop new markets and customers, improve efficiency and quality, strengthen Thailand production and sales channels, diversify back-end processing markets, integrate products and services, expand owned power plants and overseas markets. |
| 2025 Results | Established a halogen-free production line; improved processes and yields; controlled costs; strengthened supplier cooperation; standardized operations; and optimized technology and production-base allocation. |
| Responsible Department | Cable Business Division / Telephone and Email |
| Targets | New-product contribution to revenue: 10%; new-industry applications: 5%. |

*Successfully Developed Products or Technologies*

| Category | Brief Description |
|---|---|
| Electronic Components | Established a halogen-free production line and progressively introduced compliant products. |
| Electronic Component Back-End Processing | Improved efficiency through process optimization and capital investment, strengthened cost control and yield. |
| Energy-Related Products | Worked closely with upstream suppliers to identify technologies and key materials for high-efficiency power generation. |

### 3.5.2 Customer Relationships

| Material Topic | Customer Relationships |
|---|---|
| Significance | Customer satisfaction has been a foundation since 1986. Strong customer relationships represent technical stability, green supply-chain practices and the benefits of diversified operations. |
| Policy / Commitment | Uphold quality assurance, continuous innovation, customer satisfaction and environmental protection; provide products meeting ISO 9001 and ISO 14001 requirements and safety certifications such as UL and TUV. |
| Targets | Maintain certifications, engage prospective customers, strengthen quality control, diversify markets, maintain qualified supplier status and build long-term relationships. |
| 2025 Results | Developed new customers; maintained quality certifications at operating sites; continued GHG and product carbon footprint verification; controlled quality throughout the product life cycle; and maintained dedicated customer contact windows. |
| Responsible Department | Sales, Engineering and Quality Assurance / Telephone and Email |
| Evaluation | 2024 sales target achievement: 113%; 2025: 100%. Received a Quality Improvement Award from Ao Hai Technology. |

#### Products and Services

The Jhen Vei Group's global headquarters is in Sanchong District, New Taipei City, with production sites in Taiwan and mainland China. The Group focuses on electronic cable components, OEM electronic product manufacturing including SMT, DIP, testing, coating, assembly and packaging, and solar power generation system services, moving toward diversified operations and new businesses.



#### Customer Awards

Huaian Jhen Vei Electronic Co., Ltd., the Group's major cable manufacturing facility, received a Quality Improvement Award from a major customer.

## 3.6 Information Security

Jhen Vei Electronic has established Information and Communications Security Management Regulations. The Information Security Meeting establishes the information security risk management framework, policies and management plans, with the head of the Information Department serving as convener.

| Material Topic | Information Security |
|---|---|
| Policy / Commitment | Require authorized network connections and firewall protection; maintain redundant external lines; install and update anti-virus software; prohibit unknown files and software; scan email; maintain security updates; back up important data; back up systems and databases; monitor logs; manage inactive accounts; and change passwords when leakage is suspected. |

| | |
|---|---|
| **2025 Resources and Results** | Approximately NT$128 thousand invested in information security. More than 130,000 potential threats were detected and blocked. Measures included data-center upgrades, firewall and mail-server protection, backup improvements, network redesign, wireless network segmentation, VLAN implementation and account reviews. |
| **Responsible Department** | Information Department |
| **Evaluation / Results** | Information security policies and implementation were reported to the Board on March 13, 2025 and March 10, 2026. Based on identified risk appetite, information security insurance was not considered necessary. The Company continues to strengthen protection, conduct annual disaster recovery drills and enhance professional capabilities. |

# Chapter 4 Sustainable Environment

Jhen Vei Electronic adheres to the core philosophy of “Fulfilling Corporate Social Responsibility and Creating Shared Sustainable Value” and incorporates environmental protection into corporate governance and operational management as an important priority, actively promoting various sustainable development initiatives.

The Company has established the Sustainability Development Best Practice Principles. The General Manager's Office also serves as the sustainability development promotion unit, responsible for formulating relevant risk management policies and implementation measures and regularly reporting results to the Board of Directors. Five dedicated working groups have also been established under the Sustainability Governance Task Force, covering corporate governance, environmental sustainability, social welfare, sustainability information disclosure, and product responsibility. Each group is led by the head of the relevant department and implements ESG strategies and targets through top-down promotion.

## 4.1 Energy Management

#### Material Topic Management

| Material Topic | Energy Management |
|---|---|
| **Significance to the Company** | Jhen Vei Electronic adheres to the core philosophy of “Fulfilling Corporate Social Responsibility and Creating Shared Sustainable Value” and incorporates environmental protection and energy management into corporate governance and operational management as important priorities. |
| **Policy / Commitment** | 1. Follow management systems at all levels, strengthen institutional development, enhance risk prevention capabilities, and reduce the impact of individual exceptional events on operations.<br>2. Continuously adjust and monitor the internal control system, properly manage risks that may arise during operations, and implement preventive and response mechanisms.<br>3. Through Board-level participation and systematic management, comprehensively assess the potential impacts of risks on operations, ensure effective corporate governance, and move toward sustainable operations. |
| **Short-Term Targets** | Actively optimize infrastructure, including comprehensive replacement with LED energy-saving lighting, adoption of variable-frequency air-conditioning systems and environmentally friendly refrigerants, and installation of smart electricity meters for energy-use monitoring. |
| **Medium- and Long-Term Targets** | Plan to introduce MES (Manufacturing Execution System) and EMS (Equipment Energy Monitoring System) to enhance production energy management through digital technologies. |
| **2025 Resources and Results** | In 2025, one additional solar power site was invested in, with an investment of NT$3,959 thousand, generating 38,750 kWh and reducing carbon emissions by 19.143 metric tons. |

| | |
|---|---|
| **Responsible Department / Grievance Mechanism** | Responsible Department: Business Divisions; Grievance Mechanism: Telephone and Email. |
| **Evaluation Mechanism / Results** | GZ Electronic obtained ISO 50001 certification, valid from March 27, 2024 to March 27, 2027. |

Jhen Vei Electronic's energy consumption primarily comes from electricity, which is widely used for production equipment, lighting, and air-conditioning systems. The Company still partially relies on fossil fuels, mainly for specific processes and transportation equipment. To improve energy efficiency, the Company is actively optimizing infrastructure by comprehensively replacing LED energy-saving lighting, adopting variable-frequency air-conditioning systems and environmentally friendly refrigerants, and installing smart electricity meters for energy-use monitoring. The Company also plans to introduce MES and EMS to enhance production energy management through digital technologies.

For transportation, the Company is gradually replacing conventional forklifts with electric forklifts and AGVs to reduce transportation energy consumption. For long-term energy transition, Jhen Vei Electronic is actively promoting renewable energy, targeting RE30 by 2027, RE40 by 2029, and ultimately RE100 (100% renewable energy use) by 2050. At Huaian Jhen Vei, solar power generation has been installed. Cumulative investment has reached NT$12,340 thousand. In 2025, total self-consumed generation was 491,123.1 kWh and total electricity sold was 61,704 kWh, reducing carbon emissions by 264.095 metric tons $CO_2e$.

Since 2024, the Company has worked with Jhen Vei Energy on solar power projects, focusing on solar site development and providing solar power system design, construction, and long-term operation and maintenance services. The Company will continue to integrate green-energy resources and strengthen the Group's renewable energy deployment.

### Energy Consumption

| Energy Type / Site | 2023 Usage | 2023 GJ | 2024 Usage | 2024 GJ | 2025 Usage | 2025 GJ |
|---|---|---|---|---|---|---|
| **Purchased Electricity — Jhen Vei Electronic** | 43,462.90 kWh | 156.47 | 49,782.22 kWh | 179.22 | 54,005.08 kWh | 194.42 |
| **Purchased Electricity — Huaian Jhen Vei** | 1,464,208.00 kWh | 5,271.15 | 1,396,821.00 kWh | 5,028.56 | 1,399,665.00 kWh | 5,038.79 |
| **Purchased Electricity — GZ Electronic** | 863,360.00 kWh | 3,108.10 | 884,287.00 kWh | 3,183.43 | 1,105,700.00 kWh | 3,980.52 |
| **Diesel — Jhen Vei Electronic** | 16.60 L | 0.58 | 2.52 L | 0.09 | 2.73 L | 0.10 |
| **Diesel — Huaian Jhen Vei** | 1,346.37 L | 47.35 | 1,916.50 L | 67.40 | 1,860.07 L | 65.42 |

Energy intensity — Cable Business Division (Jhen Vei Electronic + Huaian Jhen Vei): 2023 total energy use 5,475.55 GJ and intensity 9.2965 GJ/NT$ million revenue; 2024 total energy use 5,275.27 GJ and intensity 6.6459 GJ/NT$ million revenue; 2025 total energy use 5,298.73 GJ and intensity 6.3897 GJ/NT$ million revenue.

## 4.2 Carbon Emissions

### Short-Term Carbon Reduction Plan (2025–2027)

- Achieve RE30 by 2027. Renewable energy use accounted for 24.12% in 2024 and 35.09% in 2025.
- Energy transition: Increase the proportion of clean energy; convert processes and energy-consuming equipment that rely on fossil fuels to electricity; and expand and replace rooftop solar photovoltaic systems to increase renewable energy use.
- Infrastructure improvements: Replace LED energy-saving lighting; replace variable-frequency air-conditioning systems and use environmentally friendly refrigerant R-600a; install smart electricity meters; introduce MES to improve energy efficiency; and introduce EMS for production equipment to improve energy consumption in manufacturing processes.
- Low-carbon transportation: Purchase electric forklifts or AGVs for material handling; encourage employees to use public transportation and low-carbon transportation for commuting.
- Product manufacturing: For specific products such as DC Cable, the Company completed ISO 14067 product carbon footprint verification in 2024 and plans to gradually extend this practice to other products to comprehensively understand and analyze carbon emissions throughout product life cycles and provide an important basis for subsequent carbon-reduction optimization.
- Gradually adopt low-carbon or green materials.

### Medium-Term Carbon Reduction Plan (2027–2030)

- Reduce carbon emission intensity by 30%.
- Expand the RE40 program, increasing renewable energy use to 40% and reducing reliance on fossil fuels.
- Introduce an AI-enabled smart energy management system to dynamically adjust energy use, and implement lean management to reduce waste and improve factory operating efficiency.
- Supply-chain carbon reduction: Require major suppliers to include GHG inventories and increase the proportion of low-carbon materials procured.

### Long-Term Carbon Reduction Plan (2030–2050)

- Achieve carbon neutrality by 2050.
- Promote RE100 and substantially increase renewable energy use.

As a member of the global community, Jhen Vei Electronic actively fulfills its corporate social responsibility and is committed to mitigating the environmental impacts of climate change. Since 2024, the Company has followed ISO 14064-1:2018 and used the operational control approach to complete inventories for 2023–2025 covering direct GHG emission sources (Category 1), energy indirect GHG emission sources (Category 2), and other indirect GHG emission sources (Categories 3–6).

**GHG Emissions (metric tons $CO_2e$)**

| Year | Jhen Vei Electronic — Scope 1 | Jhen Vei Electronic — Scope 2 | Huaian Jhen Vei — Scope 1 | Huaian Jhen Vei — Scope 2 |
|---|---|---|---|---|
| 2023 | 4.9233 | 21.4707 | 74.7615 | 855.0378 |
| 2024 | 18.8146 | 23.5968 | 88.3427 | 749.5341 |
| 2025 | 14.5886 | 25.5984 | 79.5761 | 742.6622 |

| Cable Business Division (Sanchong Headquarters + Huaian Jhen Vei) | | |
|---|---|---|
| GHG Emissions Intensity (Scope 1 + Scope 2) | Total Emissions (metric tons $CO_2e$) | Emissions Intensity (metric tons $CO_2e$ / NT$ million revenue) |
| 2023 | 936.1933 | 1.5895 |
| 2024 | 880.2882 | 1.1090 |
| 2025 | 862.4253 | 1.0400 |

The Company's GHG emissions have gradually decreased over the past three years as energy-saving and carbon-reduction measures have been implemented. Jhen Vei Electronic will continue to plan relevant energy-saving and carbon-reduction measures and expand the inventory boundary in response to customer requirements and global carbon-reduction initiatives.

## 4.3 Water and Effluents

### 4.3.1 Water Resources

The Company has long paid attention to water conservation and environmental protection. Its water-saving program begins with comprehensive implementation of water conservation in daily operations to maximize the value of available water resources. The Company continuously promotes and encourages employees of its subsidiaries to conserve water. Improvement measures include introducing wastewater recycling systems and using recirculated water in production processes to increase water-use efficiency. For example, Huaian Jhen Vei has established a recirculation tank so that water used for cooling wire drawing can be recirculated.

Because the Sanchong Headquarters is located in a commercial office building and operates as an office, it uses only general domestic water, which is managed in accordance with the building's regulations. Therefore, the Company's water resource management and performance statistics focus on the Group's production and processing sites.

| Water Withdrawal (metric tons) | Huaian Jhen Vei — 2023 | Huaian Jhen Vei — 2024 | Huaian Jhen Vei — 2025 | GZ Electronic — 2023 | GZ Electronic — 2024 | GZ Electronic — 2025 |
|---|---|---|---|---|---|---|
| Surface water | 0 | 0 | 0 | 0 | 0 | 0 |
| Groundwater | 0 | 0 | 0 | 0 | 0 | 0 |
| Third-party water | 6,134 | 6,090 | 5,646 | 2,641 | 3,161 | 3,305 |
| Total water withdrawal | 6,134 | 6,090 | 5,646 | 2,641 | 3,161 | 3,305 |

### 4.3.2 Wastewater and Waste

#### *4.3.2.1 Wastewater*

In 2025, Jhen Vei Electronic continued to fulfill its environmental management responsibilities, demonstrating strong discipline and execution particularly in wastewater monitoring and discharge control at the Huaian site. Based on annual monitoring results, the Company regularly tracked and controlled major water-quality parameters. All monitored values remained within regulatory discharge standards, demonstrating strong environmental performance and risk management.

| Monitoring Item | Discharge Standard | 2024 Average Monitoring Value | 2025 Average Monitoring Value |
|---|---|---|---|
| pH | 9.00 | 7 | 7.9 |
| SS | 400.00 | 385 | 243.7 |
| COD | 500.00 | 430 | 291.7 |
| BOD5 | 300.00 | 98.3 | 66.6 |
| Ammonia nitrogen | 45.00 | 25.3 | 36.1 |

### *4.3.2.2 Waste*

Jhen Vei Electronic establishes waste-reduction performance targets and promotes waste classification education to implement sustainable resource reuse. The waste-management hierarchy is: first, prioritize on-site reuse to reduce raw-material consumption; second, recycling and reuse; and only as a last resort, incineration or landfill.

The Company places strong emphasis on the operation of its internal and external waste-management system, covering waste storage, collection, transportation, and disposal, while strictly preventing pollution and potential hazards. Qualified contractors are carefully selected for waste treatment. Waste-reduction measures include:

- Cooperating with recycling companies to recover and reuse industrial waste such as scrap wire and waste mainboards.
- Optimizing product packaging to reduce the use of plastic packaging materials and lower the environmental burden.

Because the Sanchong Headquarters is located in a commercial office building and generates only general office waste, waste collection and disposal are managed by the building in accordance with its regulations. Therefore, such waste is currently not included as a material topic in the Company's statistics.

Overall, waste generated by the Huaian wire manufacturing plant in 2025 decreased by 11.082 metric tons compared with the previous year. Waste intensity based on revenue also declined year by year, indicating gradual improvement in resource management and waste-reduction strategies.

| Huaian Wire Plant — Non-hazardous Waste | 2025 (metric tons) | 2024 (metric tons) | 2023 (metric tons) | Treatment Method |
|---|---|---|---|---|
| Hazardous waste — None | 0 | 0 | 0 | The plant generates no hazardous waste. |
| General waste | Not statistically recorded | Not statistically recorded | Not statistically recorded | Collected by waste collection contractor. |
| Electronic component scrap | 95.2345 | 108.964 | 80.842 | Recycling / recovery |
| Waste cardboard | 3.19 | 4.290 | 3.215 | Recycling / recovery |
| Waste bags | 1.147 | 2.640 | 3.126 | Recycling / recovery |
| Scrap iron | 5.24 | 0 | 0.45 | Recycling / recovery |
| Total | 104.812 | 115.894 | 87.633 | |
| Waste intensity (kg / NT$ thousand revenue) | 0.126 | 0.146 | 0.163 | |

Revenue: 2025 NT$829,267 thousand; 2024 NT$793,764 thousand; 2023 NT$536,701 thousand. Treatment methods include incineration with energy recovery, incineration without energy recovery, preparation for reuse, landfill, and recycling.

### 4.3.3 Environmental Compliance and Control

To prevent and mitigate environmental impacts arising from business operations, GZ Electronic continues to implement the ISO 14001:2015 Environmental Management System. The Huaian site manages waste in accordance with local regulations and continues to implement the IECQ QC080000 management system to ensure strict control of hazardous substances during product design, production, and operations, reduce pollution, and promote green production. Through implementation of IECQ QC080000, the Company has established a comprehensive waste-management and pollution-control system to ensure regulatory compliance and continuously improve environmental protection measures.

In the future, Jhen Vei Electronic plans to introduce relevant monitoring and management measures and adopt standards above regulatory requirements to strengthen quantitative management of general waste and enhance the transparency of waste treatment and resource-use efficiency.

## 4.4 Supply Chain Management

| Material Topic | Supply Chain Management |
|---|---|
| Significance to the Company | Suppliers are an important link in Jhen Vei Electronic's value chain. Product quality and delivery stability depend on supplier cooperation. Establishing mutually beneficial partnerships with suppliers and jointly promoting sustainable procurement and responsible manufacturing can reduce supply-chain risks, enhance overall competitiveness, and achieve shared growth. |
| Policy / Commitment | The Company has established the Supplier Evaluation Operating Guidelines and Supplier Management Regulations, requiring suppliers to comply with domestic or international laws and standards related to environmental protection, occupational health and safety, and labor and human rights to ensure sustainable supply-chain operations. |
| Short-Term Targets | 1. Implement supplier evaluation and review. 2. Strengthen implementation of sustainable development across the supply chain. |
| Medium- and Long-Term Targets | 1. Establish low-carbon alternative materials and suppliers. 2. Establish a sustainable supply-chain management mechanism. |
| 2025 Resources and Results | 1. Communicate immediately by email, telephone, physical meetings, or video conferences when necessary. 2. Provide effective guidance to suppliers to improve sustainable operations. 3. Strengthen ESG reviews of the supply chain. 4. Promote responsible procurement and green supply-chain cooperation. 5. Six new suppliers were evaluated and all six were approved, achieving a 100% approval rate; 50 suppliers underwent annual evaluations. |
| Responsible Department / Grievance Mechanism | Responsible Departments: Business Units; Grievance Mechanism: Telephone and Email. |
| Evaluation Mechanism / Results | Supplier evaluations and Supplier Commitment Letters. |

### 4.4.1 Supplier Management Policy

The Company has established relevant systems and regulations and requires suppliers to comply with them. The Supplier Evaluation Operating Guidelines and Supplier Management Regulations are incorporated into the Supplier Quality Agreement and Purchase Contracts, requiring suppliers to comply with domestic or international environmental protection, occupational health and safety, and labor and human rights laws and standards.

- Suppliers shall comply with the Environmental Hazardous Substance Management Standard, shall not use raw materials containing specified hazardous substances, and shall comply with RoHS and REACH requirements.
- Where customers have specific requirements, suppliers shall cooperate with updates and sign commitment letters or provide necessary supporting documents.
- Suppliers are required to provide environmental hazardous-substance test reports issued by independent third-party organizations on a regular annual basis.
- Suppliers shall sign the Guarantee Letter for Non-Use of Prohibited Environmental Management Substances, undertake not to use metals originating from conflict-affected areas, and provide supporting documentation periodically.

### 4.4.2 Supplier Evaluation and Management

To promote continuous supplier improvement, the Company regularly conducts supplier evaluations in accordance with the Supplier Evaluation Operating Guidelines and manages suppliers by classification based on evaluation results. Management activities include cooperation assessment procedures, annual evaluation and grading, monthly quality assessments, supply-chain risk management, and sustainability documentation management.

| Evaluation Score | Management Classification |
|---|---|
| 90–100 | Quality system, HSPM system, and environmental system approved; priority may be given to sample submission and mass production deliveries. |
| 80–90 | Quality system, HSPM system, and environmental system approved; samples and deliveries permitted. Suppliers are followed up to ensure corrective actions for nonconformities are completed on schedule. |
| 70–80 | Quality system, HSPM system, and process capability conditionally approved; suppliers must immediately implement corrective actions and submit responses on schedule, with re-evaluation conducted as necessary. |
| Below 70 | Quality system, HSPM system, and process capability not approved. |

Suppliers meeting the requirements are included in the Approved Supplier List and may begin transactions. Supplier performance is then evaluated and managed. Based on monthly quality scores from the Quality Assurance unit, the Procurement unit evaluates quality, unit price, cooperation, delivery performance, and HSF, weighted at 50%, 20%, 5%, 5%, and 20%, respectively.

- 85 points or above: Grade A
- 75–84 points: Grade B

- 74 points or below: Grade C

If a material supplier receives a Grade C for three consecutive months, the Procurement Department formally notifies the supplier to attend an on-site quality review meeting and requires quality improvement. The Quality Assurance Department participates in the meeting.

#### 4.4.3 Supplier Guidance and Improvement Measures

Supplier guidance projects are promoted, with relevant departments such as Engineering, Quality Assurance, and Procurement responsible for order quantities, daily incoming-material quality, material HSF characteristic management, and data collection. Guidance and evaluations are provided for supplier issues to continuously improve the environmental and quality standards of the overall supply chain.

#### 4.4.4 2025 Supplier Management Results

- Six new suppliers were evaluated and all six were approved, achieving a 100% approval rate.
- Fifty suppliers underwent annual evaluations, and all suppliers met the required standards.

| Supplier ESG Audit — Huaian Site | | | |
|---|---|---|---|
| Indicator | 2023 | 2024 | 2025 |
| Number of suppliers | 42 | 49 | 56 |
| Suppliers completing ESG self-assessment | 42 | 45 | 56 |
| Suppliers receiving on-site ESG audit | 0 | 4 | 0 |
| Overall supplier ESG audit rate | 100.00% | 100.00% | 100.00% |

Through rigorous supplier management and continuous guidance and improvement mechanisms, the Company has effectively enhanced environmental compliance, quality stability, and risk resilience across the supply chain, thereby supporting its sustainable development objectives

# Chapter 5 Social Inclusion

## 5.1 Employee Profile

Jhen Vei Electronic regards employees as its most important human capital. Through a stable organizational structure, fair compensation system, and open communication mechanisms, the Company continuously strengthens labor-management cooperation and workplace trust, creating a positive working environment and sustainable employment conditions.

### 5.1.1 Human Rights Protection

Jhen Vei Electronic values employee rights and is committed to creating a friendly environment that protects human rights. The Company formulated its Human Rights Policy based on the principles set forth in the Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The policy recognizes internationally recognized fundamental human rights, including freedom of association, care for disadvantaged groups, prohibition of child labor, elimination of all forms of forced labor, elimination of discrimination in employment and occupation, prevention of human-rights violations, gender equality, and fair treatment of all employees.

The Company's compensation policy also ensures that employee remuneration is not differentiated on the basis of gender, age, race, religion, or political position. Jhen Vei Electronic complies with labor and human-rights laws applicable at each operating location and communicates important information concerning human-rights protection and labor rights to new and existing employees. The Company also provides reporting channels, with designated personnel responsible for receiving reports and conducting due investigations. Whistleblowers' personal information is kept confidential, and no adverse treatment is permitted when a report is substantiated. No human-rights violations were recorded during the reporting year.

In 2025, internal communication and awareness activities concerning the Human Rights Policy totaled 28 employee attendances.

### 5.1.2 Employee Statistics

In recent years, improvements in production efficiency have driven revenue growth and increased demand for human resources. Supported by competitive compensation levels, the Company continues to attract qualified talent. All employees at the Sanchong Headquarters are employed under indefinite-term employment contracts, providing stable employment. The workforce allocation at Huaian Jhen Vei and the Jhen Vei Electronic business unit is aligned with the characteristics of the manufacturing industry.

The Company supports women's career development and demonstrates its commitment to gender equality across the Sanchong Headquarters, Huaian Jhen Vei, and the GZ Electronic business unit. Through a diverse, balanced, and flexible workforce structure, Jhen Vei Electronic continues to strengthen its organizational foundation.

| Sanchong Headquarters | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total employees | 20 | 27 | 29 |
| Employment contract | Indefinite-term | Indefinite-term | Indefinite-term |
| Male | 11 | 17 | 17 |
| Female | 9 | 10 | 12 |
| Taiwan | 18 | 23 | 25 |
| Overseas | 2 | 4 | 4 |

| Senior Executives — Sanchong Headquarters | Male | Female |
|---|---|---|
| Total | 9 | 3 |
| Gender ratio | 75.00% | 25.00% |

Note: The headcount increased in 2024 due to the simplified merger with the Yunlin Energy Business Unit. Compared with the previous year, there was no significant fluctuation in headcount in 2025.

| Huaian Jhen Vei | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total employees | 256 | 272 | 277 |
| Male | 25 | 29 | 36 |
| Female | 231 | 243 | 241 |

| Senior Executives — Huaian Jhen Vei | Male | Female |
|---|---|---|
| Total | 4 | 10 |
| Gender ratio | 28.57% | 71.43% |

Note: Headcount increased in 2024 due to increased business volume and manpower requirements. Compared with the previous year, there was no significant fluctuation in headcount in 2025.

| GZ Electronic Business Unit | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total employees | 201 | 167 | 186 |
| Male — indefinite-term | 85 | 56 | 62 |
| Male — fixed-term | 0 | 0 | 7 |
| Female — indefinite-term | 114 | 108 | 113 |
| Female — fixed-term | 2 | 3 | 4 |

| Senior Executives — GZ Electronic Business Unit | Male | Female |
|---|---|---|
| Total | 11 | 4 |
| Gender ratio | 73.33% | 26.67% |

Note: Over the past three years, the workforce has primarily consisted of employees under indefinite-term contracts. In 2024, the number of indefinite-term employees decreased along with total headcount following organizational adjustments; in 2025, the number increased again as manpower was replenished. Fixed-term employees accounted for a very small proportion in 2023 and 2024 and increased noticeably in 2025, reflecting the Company's use of fixed-term contracts to address short-term or flexible manpower needs while maintaining a stable core workforce.

### Group Diversity Statistics

| Indicator | 2024 | 2025 |
|---|---|---|
| Male | 21.86% | 24.70% |
| Female | 78.14% | 75.30% |
| Doctorate | - | - |
| Master's | 1.18% | 0.96% |
| University / College | 23.64% | 24.82% |
| Senior High School | 26.95% | 27.71% |
| Below Senior High School | 48.23% | 46.51% |

### 5.1.3 Talent Attraction and Retention

Talent is Jhen Vei Electronic's most important intellectual asset. The Company places employees in positions that best match their capabilities and encourages trust and empowerment as part of its corporate culture.

| | |
|---|---|
| **Policy / Commitment** | **Enhance operating performance and strengthen employee benefits. The Company has established salary management and performance appraisal policies; salary adjustments, promotions, and bonuses reflect operating performance. An Employee Welfare Committee is also established to care for employee welfare.** |
| **Short-Term Targets** | Define the scope of frontline employees and expand care and support; regularly review compensation policies and employee welfare measures. |
| **Medium- and Long-Term Targets** | Establish a sustainable long-term partnership with employees; build a workplace in which employees take pride in the Company and regard it as their first choice. |
| **Responsible Department / Grievance Mechanism** | Responsible Department: Administration Department; Grievance Mechanism: Telephone and Email. |
| **Evaluation Mechanism / Results** | Annual employee satisfaction survey. 2025 average score: 4.09/5.00; satisfaction rate: 81.8%. |

- Rewards and incentives: year-end bonuses, performance bonuses, and employee profit-sharing.
- Health care: free health examinations and group insurance, including life, accident, and medical insurance.
- Learning support: various training programs and subsidies for external courses.
- Care and support: compensation programs, childbirth subsidies, marriage and funeral condolences, and assistance for illness or injury.
- Lifestyle support: festival allowances and birthday allowances.
- Welfare activities: employee travel and lunch-day activities organized by the Employee Welfare Committee to promote interaction and connection.

#### New Hire and Turnover Statistics — Sanchong Headquarters

| Category | 2023 Total | 2023 Rate | 2024 Total | 2024 Rate | 2025 Total | 2025 Rate |
|---|---|---|---|---|---|---|
| New hires — under 30 | 1 | 5.00% | 3 | 11.11% | 1 | 3.45% |
| New hires — 30 to under 50 | 3 | 15.00% | 8 | 29.63% | 3 | 10.34% |
| New hires — 50 and above | 0 | 0.00% | 2 | 7.41% | 4 | 13.79% |
| New hires — male | 1 | 5.00% | 8 | 29.63% | 4 | 13.79% |
| New hires — female | 3 | 15.00% | 5 | 18.52% | 4 | 13.79% |
| Turnover — under 30 | 0 | 0.00% | 2 | 7.41% | 0 | 0.00% |
| Turnover — 30 to under 50 | 4 | 20.00% | 3 | 11.11% | 1 | 3.45% |
| Turnover — 50 and above | 3 | 15.00% | 1 | 3.70% | 5 | 17.24% |
| Turnover — male | 5 | 25.00% | 2 | 7.41% | 4 | 13.79% |
| Turnover — female | 2 | 10.00% | 4 | 14.81% | 2 | 6.90% |

Over the past three years, turnover at the Sanchong Headquarters has not fluctuated significantly. The main reasons for turnover were individual career planning and adjustments to organizational manpower requirements, representing normal workforce movement.

### New Hire and Turnover Statistics — Huaian Jhen Vei

| Category | 2023 Total | 2023 Rate | 2024 Total | 2024 Rate | 2025 Total | 2025 Rate |
|---|---|---|---|---|---|---|
| New hires — under 30 | 2 | 6.47% | 5 | 2.99% | 21 | 11.29% |
| New hires — 30 to under 50 | 32 | 24.88% | 46 | 27.54% | 48 | 25.81% |
| New hires — 50 and above | 0 | 6.47% | 7 | 4.19% | 8 | 4.30% |
| New hires — male | 8 | 18.41% | 21 | 12.57% | 33 | 17.74% |
| New hires — female | 26 | 19.40% | 37 | 22.16% | 44 | 23.66% |
| Turnover — under 30 | 18 | 8.46% | 4 | 2.40% | 11 | 5.91% |
| Turnover — 30 to under 50 | 60 | 27.36% | 46 | 27.54% | 41 | 22.04% |
| Turnover — 50 and above | 4 | 9.95% | 8 | 4.79% | 10 | 5.38% |
| Turnover — male | 14 | 24.88% | 20 | 11.98% | 24 | 12.90% |
| Turnover — female | 68 | 20.90% | 38 | 22.75% | 38 | 20.43% |

Over the past three years, turnover at Huaian Jhen Vei has not fluctuated significantly. The main reasons were individual career planning, employee retirement, and family matters, representing normal workforce movement.

### New Hire and Turnover Statistics — GZ Electronic Business Unit

| Category | 2023 Total | 2023 Rate | 2024 Total | 2024 Rate | 2025 Total | 2025 Rate |
|---|---|---|---|---|---|---|
| New hires — under 30 | 13 | 6.99% | 5 | 2.69% | 21 | 11.29% |
| New hires — 30 to under 50 | 50 | 26.88% | 46 | 24.73% | 48 | 25.81% |
| New hires — 50 and above | 13 | 6.99% | 7 | 3.76% | 8 | 4.30% |
| New hires — male | 37 | 19.89% | 21 | 11.29% | 33 | 17.74% |
| New hires — female | 39 | 20.97% | 37 | 19.89% | 44 | 23.66% |
| Turnover — under 30 | 17 | 9.14% | 4 | 2.15% | 11 | 5.91% |
| Turnover — 30 to under 50 | 55 | 29.57% | 46 | 24.73% | 41 | 22.04% |
| Turnover — 50 and above | 20 | 10.75% | 8 | 4.30% | 10 | 5.38% |
| Turnover — male | 50 | 26.88% | 20 | 10.75% | 24 | 12.90% |
| Turnover — female | 42 | 22.58% | 38 | 20.43% | 38 | 20.43% |

In 2023, turnover was relatively high due to organizational and manpower allocation adjustments. Following recruitment and retention measures, turnover stabilized in 2024–2025. Turnover reasons included workforce structure adjustments, individual career planning, and changes in operational requirements.

Notes: Data are calculated based on employee headcount as of December 31. New-hire rate = total new hires in the specified category during the year / year-end employee headcount in that category × 100%. Turnover rate = total employees leaving in the specified category during the year / year-end employee headcount in that category × 100%.

## 5.2 Friendly Workplace

Jhen Vei Electronic is committed to creating a safe, inclusive, and people-oriented workplace and regards a friendly workplace as an important foundation for sustainable operations. Through respect for human rights, diversity and inclusion, welfare systems, and life support, the Company provides comprehensive care for employees.

The Company complies with the Labor Standards Act, the Act of Gender Equality in Employment, and other applicable labor regulations to provide fundamental employee benefits. To attract qualified talent, the Company provides market-competitive compensation and benefits, transparent performance evaluation and reward systems, career advancement opportunities, training programs, and multiple communication channels.

### 5.2.1 Compensation and Benefits

Jhen Vei Electronic values employee welfare and workplace satisfaction and seeks to create a positive working atmosphere and sense of belonging through diverse welfare systems and activities. Welfare arrangements are designed according to local culture, employee needs, and work characteristics.

| Benefit | Sanchong Headquarters | Huaian Jhen Vei | GZ Electronic Business Unit |
|---|---|---|---|
| Group / Occupational Accident Insurance | √ | √ | √ |
| Marriage / Funeral Subsidies | √ | √ | √ |
| Festival Bonuses | √ | √ | √ |
| Year-end Bonus | √ | | √ |
| Transportation Allowance | | √ | |
| Employee Stock Ownership | √ | | √ |
| Festival Gifts / Gift Certificates | √ | √ | |
| Employee Travel | √ | | |
| Sports Subsidy | √ | | |

### Parental Leave and Family Support Measures

Jhen Vei Electronic values employees' family responsibilities and work-life balance and continues to promote gender equality and family-friendly policies. Employees may take statutory leave, including maternity leave, paternity leave, menstrual leave, and parental leave without pay, and are encouraged to exercise their rights while maintaining career flexibility.

No employee at the Sanchong Headquarters applied for parental leave during the year.

| Huaian Jhen Vei — Parental Leave | 2023 Male | 2023 Female | 2024 Male | 2024 Female | 2025 Male | 2025 Female |
|---|---|---|---|---|---|---|
| Employees applying for parental leave | 1 | 3 | 2 | 0 | 0 | 3 |
| Employees expected to return after leave (A) | 1 | 3 | 2 | 0 | 0 | 3 |
| Employees actually returning (B) | 1 | 3 | 2 | 0 | 0 | 3 |
| Return-to-work rate (B/A) | 100% | 100% | 100% | 0% | 0% | 100% |
| Employees remaining 12 months after return (C) | 1 | 2 | 2 | 0 | 0 | 3 |
| Retention rate (C / prior-year B) | 100% | 100% | 100% | 0% | 0% | 100% |

Lastly, to support employees' financial planning for retirement, Jhen Vei Electronic's pension system is a defined contribution plan under the new pension system. In accordance with the Labor Pension Act, since July 1, 2005, the Company has made monthly pension contributions at a rate of no less than 6% of each employee's monthly wages, with the contributions deposited into individual labor pension accounts.

| Entry-Level Employee Category | Gender | Ratio of Standard Wage to Local Minimum Wage | Note |
|---|---|---|---|
| New Taipei Sanchong Headquarters | Male | 1.54 | The difference is attributable to the nature of the positions. Male employees are primarily engaged in positions requiring specialized technical skills, for which market wage levels are relatively higher, while female employees are primarily engaged in administrative support positions with different compensation structures. Therefore, the differences in compensation are unrelated to gender. Overall, the standard wages are higher than the local minimum wage. |
| | Female | 1.29 | |

| New Taipei Sanchong Headquarters | Annual Total Compensation Ratio | Ratio of Annual Total Compensation Increase |
|---|---|---|
| | 2.40 | 1.49 |

Notes:

1. Annual Total Compensation Ratio = Annual total compensation of the highest-paid individual in the organization / Median annual total compensation of all employees, excluding the highest-paid individual.
2. Ratio of Annual Total Compensation Increase = Percentage increase in annual total compensation of the highest-paid individual in the organization / Percentage increase in median annual total compensation of all employees, excluding the highest-paid individual.

### 5.2.2 Talent Training and Development

| Policy / Commitment | Develop human resources, enrich employee knowledge and job skills, strengthen human-resource planning, provide internal and external training according to operational needs, and evaluate and record training effectiveness. |
|---|---|
| Short-Term Targets | Implement professional competency training for different employee groups each year; strengthen supervisors' management competencies to respond to future challenges and growth. |
| Medium- and Long-Term Targets | Implement job rotation to develop versatile employees; establish a mentoring system to cultivate leaders capable of meeting future challenges. |
| Responsible Department / Grievance Mechanism | Responsible Department: Administration Department; Grievance Mechanism: Telephone and Email. |
| Evaluation Mechanism / Results | Training-hour analysis and performance appraisal. |

For Jhen Vei Electronic, continuous employee learning and development is an important foundation for sustainable operations. The Company provides diverse training programs to address daily operational needs, strengthen risk awareness, and enhance professional capabilities. Training includes company-wide courses covering corporate governance, human rights, information security, and occupational health and safety, as well as advanced external training arranged according to departmental competencies. Finance and audit personnel are also encouraged to pursue continuing education.

| New Taipei Sanchong Headquarters | 2023 | 2024 | 2025 |
|---|---|---|---|
| Average Training Hours per Employee | 3.30 | 7.33 | 2.72 |
| Average Training Hours per Employee by Gender | | | |
| Female | 14.00 | 6.40 | 3.13 |
| Male | 8.00 | 7.88 | 6.75 |

Note: The average training hours per employee were 3.3 hours in 2023 and increased to 7.3 hours in 2024 due to strengthened training course planning and implementation. In 2025, the average training hours decreased to 2.7 hours due to the streamlining of training courses and scheduling adjustments. The Company will continue to review training needs and planning to ensure that employees receive the necessary skills and opportunities for competency development.

#### Employee Development Plan

The Company is committed to fostering diversity and shared prosperity. Through a comprehensive career development and talent cultivation system, from onboarding new employees to developing succession pipelines, the Company aims to build a learning-oriented organization that balances business performance with human capital development. The Employee Development Plan provides employees with diverse career development opportunities, enabling them to leverage their strengths and potential, achieve professional growth, and enhance the Company's value.

| Training Program | Description |
|---|---|
| **Learning and Growth** | 1. On-the-Job Training: A variety of courses are provided to support employees' self-development and facilitate their career and work-life development.<br>Total hours of Learning and Growth courses in 2025: 17 hours.<br>2. New Employee Training: Multifaceted training helps new employees establish values centered on teamwork and gain an in-depth understanding of the corporate culture from different professional perspectives.<br>Total hours of New Employee Training courses in 2025: 8 hours. |
| **Professional Development** | Professional Development provides employees with training on the latest trends and technological developments, enabling them to acquire professional knowledge across various fields.<br>Total hours of Professional Development courses in 2025: 24 hours. |
| **Employee Participation Rate: 100% in 2025** | |
| **Leadership and Management** | Leadership and Management provides diversified leadership training programs for managers at all levels and prospective managers.<br>Total hours of Leadership and Management training programs in 2025: 30 hours. |
| **Employee Participation Rate: 100% in 2025** | |

### Career Development

Jhen Vei Electronic aims to ensure that employees' work performance is appropriately reflected in their compensation. All employees regularly undergo performance and career development reviews, and the results are taken into consideration in career advancement and development. Employees with specialized technical expertise are encouraged to develop into professionals in their respective fields through their own efforts, while employees with management capabilities and leadership potential are provided opportunities to advance into management positions, creating broad career development opportunities for employees.

Overall, Jhen Vei Electronic determines employee compensation primarily based on length of service, education and professional qualifications, and professional capabilities, without using individual physical or psychological differences as a basis for differential compensation. As employees gain seniority, their industry knowledge and experience become more mature, and the Company is committed to sharing the benefits of its business performance with employees. This is reflected in the year-on-year growth in the average and median annual salaries of non-managerial employees in Taiwan, enabling employees to contribute their expertise to the Company while maintaining financial security and strengthening their sense of commitment and belonging to the Company.

| Full-Time Employees in Non-Managerial Positions | Number of Employees | Average Annual Salary (NT$ thousand) | Median Annual Salary (NT$ thousand) |
|---|---|---|---|
| **2024** | 19 | 756 | 667 |
| **2025** | 24 | 799 | 724 |
| **Difference** | 5 | 43 | 57 |

| New Taipei Sanchong Headquarters | | | | |
|---|---|---|---|---|
| 2025 Performance Evaluation Statistics | | Actual Number of Employees Evaluated | Number of Employees in the Category | Percentage |
| Gender | Male | 17 | 17 | 100.00% |
| | Female | 12 | 12 | 100.00% |
| Employee Category | Indirect | 29 | 29 | 100.00% |
| Note: The Company's performance evaluation system does not exclude new employees who have been employed for less than three or six months. New employees are included in performance evaluations from the date of hire, together with supervisor guidance and necessary training, to help them adapt and develop quickly. | | | | |

| New Taipei Sanchong Headquarters | |
|---|---|
| **Employee Competency Enhancement and Transition Assistance Programs** | Types and Scope of Programs Implemented and Assistance Provided |
| **Employee Competency Enhancement Training Program** | Through competency needs analysis and training planning, the Company provides employees with competency enhancement courses and learning resources. In the event of organizational adjustments or job changes, the Company also provides career counseling, internal transfer guidance, and skills training to assist employees in making a smooth transition and continuing their development. The Company will continue to review training needs and effectiveness and optimize its talent development and transition assistance mechanisms. |
| **Continued Employment Assistance (Retirement or Termination of Employment)** | For employees who retire or whose employment is terminated, the Company provides information on retirement systems and benefits, assistance with separation procedures, and career counseling. Where needed, the Company also provides referrals to re-employment information or career advice to assist employees in making a smooth transition to the next stage. |

### 5.2.3 Labor-Management Communication

Effective labor-management communication promotes cooperation and enables employees to understand production plans, business conditions, and market developments while allowing management to understand employees' working conditions. Jhen Vei Electronic complies with applicable laws and regulations and conducts labor-management meetings at least once every quarter.

| Meeting / Mechanism | Frequency | 2025 Results |
| --- | --- | --- |
| **Labor-management meetings** | Once per quarter | 4 meetings |
| **Sexual Harassment Committee** | As needed | 0 cases |
| **Labor disputes** | As needed | 0 cases |

## 5.3 Occupational Health and Safety

Although the Sanchong Headquarters does not have a production facility or high-risk work environment, Jhen Vei Electronic places strong emphasis on occupational health and safety (OHS) training and workplace safety facilities. The Company conducts basic safety training, participates in annual fire drills organized by the office building, and provides necessary fire-fighting equipment in office areas.

#### Occupational Safety and Environmental Management

To enhance employees' understanding of OHS regulations and workplace risks, the Company conducts annual OHS training and encourages employees to establish a safety culture based on self-protection and care for colleagues.

- Hands-on fire extinguisher operation.
- Emergency evacuation route drills.
- Initial reporting and emergency response procedures.

| 2025 OHS Training at Sanchong Headquarters | Result |
| --- | --- |
| **Course** | General Occupational Health and Safety Training |
| **Sessions** | 1 |
| **Participants** | All employees |

#### Huaian Jhen Vei — OHS Training and Emergency Drills

Huaian Jhen Vei has established an Education and Training Management System for production operations, defining responsibilities for occupational safety and health personnel, maintenance and inspection of machinery and equipment, and workplace safety and hygiene standards. Employees operating machinery must complete pre-job SOP training.

In 2025, Huaian Jhen Vei conducted eight OHS training sessions totaling 18 hours, with 842 participant-attendances. All participants passed the post-training assessment, achieving a 100% pass rate.

| Date | Training Course | Participants | Hours |
|---|---|---|---|
| **2025.02.07** | National Safety Laws; Safety Production Management; Professional Safety Production Technology | 163 | 4 |
| **2025.03.31** | Job Safety Operating Procedures | 172 | 1 |
| **2025.05.06** | Dual Risk Identification and Hazard Inspection | 9 | 1 |
| **2025.05.10** | Fire Safety Knowledge Training | 124 | 8 |
| **2025.07.02** | Summer Safety Education — Heatstroke Emergency Response Plan | 30 | 1 |
| **2025.09.03** | Typical Accident and Emergency Case Analysis | 248 | 1 |
| **2025.09.20** | Safety Education for Special Operations Personnel | 5 | 1 |
| **2025.11.20** | Safety Education on the Use of Labor Protective Equipment | 91 | 1 |

Huaian Jhen Vei also conducted 10 on-site emergency response drills covering potential accidents, including fire and explosion, electric shock, mechanical injury, poisoning and asphyxiation, confined-space accidents, vehicle injuries, burns, falls from height, and special equipment accidents, as well as emergency evacuation.

| Date | Emergency Drill | Participants |
|---|---|---|
| **2025.03.14** | Electric Shock Accident Response Plan | 7 |
| **2025.04.25** | Mechanical Injury Accident Response Plan | 9 |
| **2025.05.08** | Poisoning and Asphyxiation Accident Response Plan | 9 |
| **2025.06.27** | Confined-Space Safety Accident Emergency Rescue Drill | 9 |
| **2025.08.16** | Vehicle Injury Accident Response Plan | 13 |
| **2025.10.11** | Burn Injury Accident Response Plan | 13 |
| **2025.11.21** | Fall-from-Height Accident Response Plan | 13 |
| **2025.12.06** | Special Equipment Accident Response Plan | 8 |
| **2025.02.07** | Fire and Explosion Emergency Drill | All employees |
| **2025.03.07** | Emergency Evacuation Drill | All employees |

### Supervision and Inspection

Jhen Vei Electronic continues to promote its occupational health and safety management system, provide a safe and healthy working environment, reduce occupational accident risks, and enhance employee OHS awareness. Huaian Jhen Vei cooperates with competent authorities in external labor inspections to strengthen OHS management.

| Item | 2025 |
|---|---|
| **OHS management system coverage** | 100% |
| **Employees subject to external labor inspection** | 2 |
| **External inspection authority** | Health Commission |

### Risk Management and Health Care

Occupational hazard-factor testing is conducted according to work characteristics as a basis for hazard identification, risk assessment, and graded control. For potentially higher-risk operations such as welding, forming, and extrusion, occupational health examinations are arranged annually. If abnormal results are identified, the Company evaluates work adjustments or reassignment to reduce continued exposure risks.

The Company also arranges regular employee health examinations and periodically invites external organizations such as disease-control centers and the Red Cross to provide health education and services. The Company continuously monitors OHS incidents, industry cases, and hazardous-substance management issues and communicates OHS requirements with suppliers and contractors to reduce occupational health and safety risks associated with raw materials and production processes.

**No occupational accidents have occurred at Jhen Vei Electronic's Sanchong Headquarters in the past two years.**
**Occupational Accident Statistics – Huaian Jhen Vei Plant**

| Type / Year | | 2024 | 2025 | Hazards and Improvement Measures |
|---|---|---|---|---|
| Type of Occupational Injury | Contusions | 10 | 2 | Install protective guards and mistake-proofing mechanisms on machinery. Employees are instructed to cut off the power immediately when encountering a problem and notify the line leader to arrange for technicians to carry out repairs. |
| | Heatstroke | 0 | 2 | Improve air-conditioning facilities. |
| | Commuting Accidents | 0 | 4 | Departments provide safety education and reminders. When riding motorcycles, employees are required to wear helmets that meet applicable standards. At night, reflective clothing should be worn to enhance visibility. Riders should keep both hands on the handlebars, and making or answering phone calls or wearing earphones while riding is prohibited. Employees should avoid changing lanes arbitrarily amid traffic and comply with traffic regulations. |

### Employee Health Management and Health Promotion

Jhen Vei Electronic values employees' physical and mental health and regards a healthy workplace as an important foundation for corporate social responsibility, productivity, and employee well-being. The Company promotes a preventive health culture through systematic health examination policies and age- and risk-based arrangements.

- All new employees must complete a health examination upon joining. A qualified health examination report issued by a previous employer within the past three years may be accepted if the examination items meet the Company's requirements.
- The Company provides periodic health examinations for employees and fully subsidizes the costs according to employee age and job characteristics.

| Employee Group | Frequency | Cost |
|---|---|---|
| **General employees** | Once every 3 years | Fully subsidized by the Company |
| **Employees aged 65 and above** | Once a year | Fully subsidized by the Company |

## 5.4 Community Engagement

Jhen Vei Electronic is rooted in the communities in which it operates and recognizes that community conditions and development directly affect the Company's corporate image and operating environment. By actively giving back to society, participating in community development, and cooperating with non-profit organizations, the Company demonstrates its corporate citizenship and commitment to sustainable development.

The Company's headquarters is located in New Taipei City. It periodically purchases meals from sheltered workshops for employees and purchases gift boxes from sheltered workshops and a bakery employing people with hearing impairments as festival gifts. Through responsible procurement, Jhen Vei Electronic supports social welfare organizations, provides disadvantaged groups with stable employment and income opportunities, promotes skills development and social participation, and strengthens employees' understanding of diversity, inclusion, and community engagement.

| 2025 Community Engagement Activity | Beneficiary | Amount (NT$) |
|---|---|---|
| **Donation** | Cih-Tong Volunteer Fire Brigade, Yunlin County | 20,000 |
| **Donation** | Yunlin Police Association | 30,000 |
| **Sheltered Workshop Gift Boxes** | Sheltered workshop in New Taipei City | 65,208 |
| **Sheltered Workshop Meals** | Sheltered workshop in Taipei City | 9,636 |
| **Bottled Water for Hualien Disaster Relief** | Hualien disaster-affected area | 21,000 |
| **Total** | | 145,844 |

In September 2025, Guangfu Township, Hualien County was severely affected by a typhoon. Jhen Vei Electronic promptly donated bottled drinking water to provide practical support to residents in the disaster area and convey care and concern. The Company believes that corporate growth is closely connected with social development and will continue to contribute when society needs support, working with local communities to create a more inclusive and mutually beneficial future.

In 2025, the Company invested a total of NT$145,844 in activities involving communities or non-profit organizations.

# Appendices

## Appendix 1. GRI Standards Disclosure Index

| | | | | | |
|---|---|---|---|---|---|
| Statement of Use | | Jhen Vei Electronic has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025. | | | |
| GRI 1 Used | | GRI 1: Foundation 2021 | | | |
| Applicable GRI Sector Standard(s) | | Not applicable | | | |
| GRI Standard / Other Source | Disclosure | Description | Location | Page | Reason for Omission / Necessary Explanation |
| GRI 2: General Disclosures 2021 | | | | | |
| Organization and Reporting Practices | 2-1 Organizational details | Organizational details | 2.1 Company Profile | 16 | |
| | 2-2 Entities included in the organization's sustainability reporting | Entities included in the organization's sustainability reporting | About This Report | 3 | |
| | 2-3 Reporting period, frequency and contact point | Reporting period, frequency and contact point | About This Report | 3 | |
| | 2-4 Restatements of information | Restatements of information | Editorial Guidelines | 3 | (1) Reason for restatement: The 2024 organizational GHG emissions were subsequently verified, and certain data and emission factors were adjusted.<br>(2) Impact of restatement: Compared with the previously reported GHG emissions, Scope 1 emissions at |

| | | | | | |
|---|---|---|---|---|---|
| | | | | | Sanchong, New Taipei decreased from 28.9275 to 18.8146, while Scope 2 emissions from the Huaian cable business decreased from 796.6070 to 749.5341, reducing total emissions to 880.2882. |
| | 2-5 External assurance | External assurance | Editorial Guidelines | 3 | |
| Activities and Workers | 2-6 Activities, value chain and other business relationships | Activities, value chain and other business relationships | 2.1 Company Profile | 16 | |
| | 2-7 Employees | Employees | 5.1.2 Employee Statistics | 45 | |
| | 2-8 Workers who are not employees | Workers who are not employees | - | - | No non-employee workers in 2025 |
| Governance | 2-9 Governance structure and composition | Governance structure and composition | 3.1.1 Board of Directors | 25 | |
| | 2-10 Nomination and selection of the highest governance body | Nomination and selection of the highest governance body | 3.1 Governance Practices | 24 | |
| | 2-11 Chair of the highest governance body | Chair of the highest governance body | 3.1 Governance Practices | 24 | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Role of the highest governance body in overseeing the management of impacts | 3.1 Governance Practices | 24 | |

| | | | | | |
|---|---|---|---|---|---|
| | 2-13 Delegation of responsibility for managing impacts | Delegation of responsibility for managing impacts | 3.1 Governance Practices | 24 | |
| | 2-14 Role of the highest governance body in sustainability reporting | Role of the highest governance body in sustainability reporting | 3.1 Governance Practices | 24 | |
| | 2-15 Conflicts of interest | Conflicts of interest | 3.1 Governance Practices | 24 | |
| | 2-16 Communication of critical concerns | Communication of critical concerns | 3.1 Governance Practices<br>3.2 Risk Management | 24<br>30 | |
| | 2-17 Collective knowledge of the highest governance body | Collective knowledge of the highest governance body | 3.1 Governance Practices | 24 | |
| | 2-18 Evaluation of the performance of the highest governance body | Evaluation of the performance of the highest governance body | 3.1 Governance Practices | 24 | |
| | 2-19 Remuneration policies | Remuneration policies | 3.1.2 Functional Committees | 28 | |
| | 2-20 Process to determine remuneration | Process to determine remuneration | 3.1.2 Functional Committees | 28 | |
| | 2-21 Annual total compensation ratio | Annual total compensation ratio | 5.2.1 Compensation and Benefits | 49 | |
| Strategy, Policies and Practices | 2-22 Statement on sustainable development strategy | Statement on sustainable development strategy | Board of Directors' Expectations | 1 | |

| | | | | | |
|---|---|---|---|---|---|
| | 2-23 Policy commitments | Policy commitments | 3. Business Ethics Governance<br>4.3.3 Environmental Protection Management<br>5.1.1 Human Rights Protection | 23<br>42<br>45 | |
| | 2-24 Embedding policy commitments | Embedding policy commitments | 3. Business Ethics Governance<br>3.2 Risk Management | 23<br>30 | |
| | 2-25 Processes to remediate negative impacts | Processes to remediate negative impacts | 3.2 Risk Management | 30 | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Mechanisms for seeking advice and raising concerns | 1.3 Stakeholder Communication Channels and Issues of Concern | 8 | |
| | 2-27 Compliance with laws and regulations | Compliance with laws and regulations | 3.3 Regulatory Compliance | 32 | |
| | 2-28 Membership associations | Membership associations | 2.1 Company Profile | - | No memberships |
| Stakeholder Engagement | 2-29 Approach to stakeholder engagement | Approach to stakeholder engagement | 1.3 Stakeholder Communication Channels and Issues of Concern | 8 | |
| | 2-30 Collective bargaining agreements | Collective bargaining agreements | - | - | None |

| GRI 3: Material Topics 2021 | | | | | |
|---|---|---|---|---|---|
| Material Topics | 3-1 Process to determine material topics | Process to determine material topics | 1.4 Identification of Material Topics | 10 | |
| | 3-2 List of material topics | List of material topics | 1.4 Identification of Material Topics | 10 | |
| Economic | | | | | |
| Economic Performance | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Management of material topics | 3.4 Operating Performance | 32 | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Direct economic value generated and distributed | 3.4 Operating Performance | 32 | |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Financial implications and other risks and opportunities due to climate change | 3.2 Risk Management | 30 | |
| | 201-3 Defined benefit plan obligations and other retirement plans | Defined benefit plan obligations and other retirement plans | 5.2 Friendly Workplace | 49 | |
| | 201-4 Financial assistance received from government | Financial assistance received from government | - | - | No government financial assistance received in 2025 |
| Market Presence | | | | | |

| | | | | | |
|---|---|---|---|---|---|
| GRI 202: Market Presence 2016 | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | Ratios of standard entry level wage by gender compared to local minimum wage | 5.2.1 Compensation and Benefits | 49 | |
| | 202-2 Proportion of senior management hired from the local community | Proportion of senior management hired from the local community | 5.2.1 Compensation and Benefits | 49 | |
| Anti-corruption | | | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Operations assessed for risks related to corruption | 3.1.4 Business Ethics | 29 | |
| | 205-2 Communication and training about anti-corruption policies and procedures | Communication and training about anti-corruption policies and procedures | 3.1.4 Business Ethics | 29 | |
| | 205-3 Confirmed incidents of corruption and actions taken | Confirmed incidents of corruption and actions taken | - | - | No incidents of corruption in 2025 |
| Product Innovation | | | | | |
| Custom Topic | 3-3 Management of material topics | Management of material topics | 3.5.1 Innovation and R&D | 33 | |
| Environmental | | | | | |
| Energy | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Management of material topics | 4.1 Energy Management | 36 | |

| | | | | | |
|---|---|---|---|---|---|
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Energy consumption within the organization | 4.1 Energy Management | 36 | |
| | 302-2 Energy consumption outside of the organization | Energy consumption outside of the organization | - | - | Information unavailable/incomplete |
| | 302-3 Energy intensity | Energy intensity | 4.1 Energy Management | 36 | |
| | 302-4 Reduction of energy consumption | Reduction of energy consumption | 4.1 Energy Management | 36 | |
| | 302-5 Reductions in energy requirements of products and services | Reductions in energy requirements of products and services | - | - | Information unavailable/incomplete |
| Water and Effluents | | | | | |
| GRI 303: Water and Effluents 2018 Management Approach | 303-1 Interactions with water as a shared resource | Interactions with water as a shared resource | - | - | Not applicable |
| | 303-2 Management of water discharge-related impacts | Management of water discharge-related impacts | 4.3.1 Water Resources | 39 | |
| GRI 303: Water and Effluents 2018 | 303-3 Water withdrawal | Water withdrawal | 4.3.1 Water Resources | 39 | |
| | 303-4 Water discharge | Water discharge | 4.3.1 Water Resources | 39 | |
| | 303-5 Water consumption | Water consumption | - | - | Information unavailable/incomplete |
| Emissions | | | | | |
| | 305-1 Direct (Scope 1) GHG emissions | Direct (Scope 1) GHG emissions | 4.2 Carbon Emissions | 38 | |

| | | | | | |
|---|---|---|---|---|---|
| GRI 305: Emissions 2016 | 305-2 Energy indirect (Scope 2) GHG emissions | Energy indirect (Scope 2) GHG emissions | 4.2 Carbon Emissions | 38 | |
| | 305-3 Other indirect (Scope 3) GHG emissions | Other indirect (Scope 3) GHG emissions | 4.2 Carbon Emissions | 38 | |
| | 305-4 GHG emissions intensity | GHG emissions intensity | 4.2 Carbon Emissions | 38 | |
| | 305-5 Reduction of GHG emissions | Reduction of GHG emissions | 4.2 Carbon Emissions | 38 | |
| | 305-6 Emissions of ozone-depleting substances | Emissions of ozone-depleting substances | - | - | Not applicable |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | - | - | Not applicable |
| Waste | | | | | |
| GRI 306: Waste 2020 Management Approach | 306-1 Waste generation and significant waste-related impacts | Waste generation and significant waste-related impacts | 4.3.2.2 Waste | 41 | |
| | 306-2 Management of significant waste-related impacts | Management of significant waste-related impacts | 4.3.2.2 Waste | 41 | |
| GRI 306: Waste 2020 | 306-3 Waste generated | Waste generated | 4.3.2.2 Waste | 41 | |
| | 306-4 Waste diverted from disposal | Waste diverted from disposal | 4.3.2.2 Waste | 41 | |

| | | | | | |
|---|---|---|---|---|---|
| | 306-5 Waste directed to disposal | Waste directed to disposal | 4.3.2.2 Waste | 41 | |
| Supplier Environmental Assessment | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Management of material topics | 4.4 Supply Chain Management | 42 | |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | New suppliers that were screened using environmental criteria | 4.4 Supply Chain Management | 42 | |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | Negative environmental impacts in the supply chain and actions taken | 4.4 Supply Chain Management | 42 | |
| Social | | | | | |
| Employment | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Management of material topics | 5.1.3 Talent Attraction and Retention | 47 | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | New employee hires and employee turnover | 5.1.3 Talent Attraction and Retention | 47 | |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 5.2.1 Compensation and Benefits | 49 | |
| | 401-3 Parental leave | Parental leave | 5.2.1 Compensation and Benefits | 49 | |

| Occupational Health and Safety | | | | | |
|---|---|---|---|---|---|
| GRI 403: Occupational Health and Safety 2018 Management Approach | 403-1 Occupational health and safety management system | Occupational health and safety management system | 5.3 Occupational Health and Safety | 54 | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Hazard identification, risk assessment, and incident investigation | 5.3 Occupational Health and Safety | 54 | |
| | 403-3 Occupational health services | Occupational health services | 5.3 Occupational Health and Safety | 54 | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Worker participation, consultation, and communication on occupational health and safety | 5.3 Occupational Health and Safety | 54 | |
| | 403-5 Worker training on occupational health and safety | Worker training on occupational health and safety | 5.3 Occupational Health and Safety | 54 | |
| | 403-6 Promotion of worker health | Promotion of worker health | 5.3 Occupational Health and Safety | 54 | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 5.3 Occupational Health and Safety | 54 | |

| | | | | | |
|---|---|---|---|---|---|
| GRI 403: Occupational Health and Safety 2018 | 403-8 Workers covered by an occupational health and safety management system | Workers covered by an occupational health and safety management system | 5.3 Occupational Health and Safety | 54 | |
| | 403-9 Work-related injuries | Work-related injuries | 5.3 Occupational Health and Safety | 54 | |
| | 403-10 Work-related ill health | Work-related ill health | - | - | No cases of work-related ill health in 2025 |
| Training and Education | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Management of material topics | 5.2.2 Talent Training and Development | 51 | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Average hours of training per year per employee | 5.2.2 Talent Training and Development | 51 | |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Programs for upgrading employee skills and transition assistance programs | 5.2.2 Talent Training and Development | 51 | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Percentage of employees receiving regular performance and career development reviews | 5.2.2 Talent Training and Development | 51 | |
| Diversity and Equal Opportunity | | | | | |
| GRI 405: Diversity and Equal | 405-1 Diversity of governance bodies and employees | Diversity of governance bodies and employees | 3.1 Governance Practices | 24 | |

| | | | | | |
|---|---|---|---|---|---|
| Opportunity 2016 | | | | | |
| Non-discrimination | | | | | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Incidents of discrimination and corrective actions taken | 5.1.1 Human Rights Protection | 45 | |
| Freedom of Association and Collective Bargaining | | | | | |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | 5.1.1 Human Rights Protection | 45 | |
| Child Labor | | | | | |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | Operations and suppliers at significant risk for incidents of child labor | 5.1.1 Human Rights Protection | 45 | |
| Forced or Compulsory Labor | | | | | |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | Operations and suppliers at significant risk for incidents of forced or compulsory labor | 5.1.1 Human Rights Protection | 45 | |
| Local Communities | | | | | |

| | | | | | |
|---|---|---|---|---|---|
| GRI 413: Local Communities 2016 | 413-2 Operations with significant actual and potential negative impacts on local communities | Operations with significant actual and potential negative impacts on local communities | 5.4 Community Engagement | 57 | |
| Customer Privacy | | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Substantiated complaints concerning breaches of customer privacy and losses of customer data | - | - | No such cases in 2025 |

## Appendix 2. Sustainability Accounting Standards

| GRI Standard / Other Source | Metric Code | Disclosure | Nature | Response |
|---|---|---|---|---|
| Energy Management in Manufacturing Processes | RT-EE-130a.1 | (1) Total energy consumption; (2) percentage of grid electricity; (3) percentage of renewable energy | Quantitative | Jhen Vei Electronic Headquarters<br>Total energy consumption: 194.52 GJ<br>Percentage of purchased electricity: 99.95%<br>Renewable energy percentage: 0% |
| Waste Management | RT-EE-150a.1 | Amount of hazardous waste and percentage recycled | Quantitative | The Company primarily assembles connectors and cables. The main sources of GHG emissions are electricity consumption and purchased raw materials. The assembly process does not generate hazardous substances that cause significant environmental pollution; therefore, waste volume is not material. |
| Waste Management | RT-EE-150a.2 | Number of reportable spills / volume of reportable spills / volume recovered | Quantitative | 0 reportable spills; 0 kg spilled |
| Product Safety | RT-EE-250a.1 | Number of recalls / number of products recalled | Quantitative | 0 product recalls and 0 recalls |
| Product Safety | RT-EE-250a.2 | Total amount of monetary losses resulting from legal proceedings associated with product safety | Quantitative | 0 monetary losses |
| Product Lifecycle Management | RT-EE-410a.1 | Percentage of products and revenue containing reportable substances under IEC 62474 | Quantitative | The Company's products are not applicable. |
| Product Lifecycle Management | RT-EE-410a.2 | Percentage of products and revenue that qualify for ENERGY STAR standards | Quantitative | The Company's products are not applicable. |
| Product Lifecycle Management | RT-EE-410a.3 | Revenue from renewable energy-related and energy-efficiency-related products | Quantitative | 0 revenue from renewable energy-related and energy-efficiency-related products. |
| Materials Sourcing | RT-EE-440a.1 | Description of risk management for the use of critical materials | Discussion and Analysis | The Company has established a supplier evaluation mechanism, adopts a multi- |

| | | | | |
|---|---|---|---|---|
| | | | | supplier strategy, and maintains appropriate inventories while monitoring market supply and demand to reduce the risks of raw material supply disruptions and price fluctuations. |
| Business Ethics | RT-EE-510a.1 | 1. Policies or management measures to prevent corruption or bribery; 2. Policies or management measures to prevent anti-competitive behavior | Discussion and Analysis | The Company has established the "Ethical Corporate Management Best Practice Principles," "Procedures and Guidelines for Ethical Corporate Management," "Code of Ethical Conduct," and "Corporate Governance Best Practice Principles." The establishment, amendment, or repeal of these policies is approved by the Board of Directors. |
| Business Ethics | RT-EE-510a.2 | Total monetary losses resulting from legal proceedings associated with bribery or corruption | Quantitative | 0 monetary losses |
| Business Ethics | RT-EE-510a.3 | Total monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations | Quantitative | 0 monetary losses |

**Activity Metrics**

| Item | Metric Code | Response |
|---|---|---|
| Production units by product category | RT-EE-000.A | Electronic components: 29,160 (thousand PCS)<br>Electronic component back-end processing: 48,330 (thousand points)<br>Energy business: 9,069 (kW) |
| Number of employees | RT-EE-000.B | Jhen Vei: 29 employees; GZ Electronic: 186 employees; Huaian: 277 employees |

## Appendix 3. Sustainability Disclosure Metrics for the Electronic Manufacturing Industry

| No. | Metric | Metric Type | Annual Disclosure | Unit |
| --- | --- | --- | --- | --- |
| 1 | Total energy consumed, percentage of purchased electricity, and renewable energy usage rate | Quantitative | Jhen Vei Electronic Headquarters<br>Total energy consumption: 194.52 GJ<br>Percentage of purchased electricity: 99.95%<br>Renewable energy percentage: 0% | Gigajoules (GJ), percentage (%) |
| 2 | Total water withdrawal and total water consumption | Quantitative | Huaian Jhen Vei plant – water withdrawal: 5,646 thousand $m^3$<br>GZ Electronic plant – water withdrawal: 3,305 thousand $m^3$ | Thousand cubic meters ($m^3$) |
| 3 | Weight of hazardous waste generated and percentage recycled | Quantitative | The Company primarily assembles connectors and cables. The main sources of GHG emissions are electricity consumption and purchased raw materials. The assembly process does not generate hazardous substances that cause significant environmental pollution; therefore, waste volume is not material. | Metric tons (t), percentage (%) |
| 4 | Description of types, number, and rate of occupational injuries | Quantitative | In 2025, there were 8 cases of occupational injury, mainly cuts, abrasions/contusions, and injuries caused by falls. The Company will continue to strengthen equipment safeguards, occupational safety training, and on-site inspections to reduce occupational injuries. | Rate (%), number |
| 5 | Product lifecycle management disclosure: weight of end-of-life products and electronic waste and percentage recycled | Quantitative | The Company primarily assembles connectors and cables. The main sources of GHG emissions are electricity consumption and purchased raw materials. The assembly process does not generate hazardous substances that cause significant environmental pollution or wastewater or exhaust emissions; therefore, water consumption and waste generation are not material. | Metric tons (t), percentage (%) |
| 6 | Description of risk management related to the use of critical materials | Qualitative description | Please refer to Section 4.4 Supply Chain Management of this report. | Not applicable |

| | | | | |
|---|---|---|---|---|
| 7 | Total monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations | Quantitative | No violations of anti-competitive behavior regulations occurred; therefore, there were no monetary losses from legal proceedings. | Reporting currency |
| 8 | Major product production by product category | Quantitative | Electronic components: 29,160 (thousand PCS)<br>Electronic component back-end processing: 48,330 (thousand points)<br>Energy business: 9,069 (kW) | Varies by product type |

## Appendix 4. Climate-related Information for TPEx-listed Companies

| Item | Implementation Status |
|---|---|
| 1. Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management. | See the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. |
| 2. Describe how identified climate-related risks and opportunities affect the Company's business, strategy, and finances (short, medium, and long term). | |
| 3. Describe the financial impacts of extreme weather events and transition activities. | |
| 4. Describe how the identification, assessment, and management processes for climate-related risks are integrated into the overall risk management system. | |
| 5. If scenario analysis is used to assess resilience to climate-related risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used. | None |
| 6. If a transition plan is in place to address and manage climate-related risks, describe the plan and the metrics and targets used to identify and manage physical and transition risks. | None |
| 7. If an internal carbon price is used as a planning tool, describe the basis for setting the price. | None |
| 8. If climate-related targets have been set, describe the activities covered, GHG emission scopes, implementation timeframe, annual progress, and, if carbon offsets or renewable energy certificates (RECs) are used to achieve the targets, the source and amount of offsets or the number of RECs. | See the Task Force on Climate-related Financial Disclosures (TCFD) recommendations / no carbon offsets or renewable energy certificates (RECs) were used. |
| 9. GHG inventory and assurance status. | See the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and Section 2.2 Carbon Emissions. |